



# DAY OF DISCOVERY, DIALOGUE & ACTION – 2019

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DIALOGUES ACROSS DIFFERENCE

## CONVERSATION GUIDE

February 19–20, 2019

# Welcome to the Day of Discovery, Dialogue & Action – 2019

During our fifth annual Day of Discovery, Dialogue & Action, we come together to renew our commitment to making Washington University a place where all people feel valued and included ... on our campuses, in our neighborhoods and in the surrounding community.

Here at Washington University, we draw strength through our diversity—our different life experiences, perspectives and identities, and our differences in age, race, gender, sexual orientation, religion, political affiliation and culture. We are better as individuals and as a community when we take the time to listen to one another, extend empathy to one another, celebrate one another and dialogue with one another.

Washington University stands on a strong legacy and tradition of dialogues across difference, fueled by extraordinary leaders who saw the university as a pivotal place for the persistent search for truth and excellence. Over the course of this program, we will build on our remarkable heritage as we find ways to move forward.

I am extremely grateful for those who worked diligently to coordinate today's event and for all of you who have taken time out of your schedules to be present. May we use our Day of Discovery, Dialogue & Action as a springboard for the important work we do each and every day to embrace diversity and inclusion as a central and guiding principle of this university.

Best,

A handwritten signature in black ink, appearing to read 'A. Martin', with a stylized flourish at the end.

Andrew D. Martin  
Chancellor-elect



## AGENDA AT A GLANCE

### Tuesday, February 19

#### MEDICAL CAMPUS

Eric P. Newman Education Center

**5–6:45 p.m.**

Welcome

**Chancellor-elect Andrew D. Martin**

Introduction

**David H. Perlmutter, MD**, Executive Vice Chancellor for Medical Affairs and Dean, School of Medicine

Keynote Address

**Irshad Manji**

“Moving Beyond Labels: A Conversation About Diversity, Bigotry & Common Humanity”

Conversation and Q&A

Moderated by **Sherree Wilson**, Associate Vice Chancellor and Associate Dean for Diversity, Equity and Inclusion, School of Medicine

**6:45–7:30 p.m.**

Reception and Book Signing

### Definitions

#### DISCOVERY:

The act or process of learning, finding, uncovering

#### DIALOGUE:

An exchange of ideas and opinions; discussion, interchange, discourse

#### ACTION:

The process of doing something for a particular purpose

### Wednesday, February 20

#### DANFORTH CAMPUS

Clark-Fox Forum, Hillman Hall

**8–8:30 a.m.**

Check-in and Coffee Reception

**8:30–9:00 a.m.**

Welcome

**Lori S. White**, Vice Chancellor for Student Affairs

Opening Remarks

**Andrew D. Martin**, Chancellor-elect

**9–10:00 a.m.**

Dialogue Session I: WU in Focus: A Closer Look at Issues That Matter  
Facilitated by **Mary M. McKay**, Neidorff Family and Centene Corporation Dean, Brown School

**10–10:15 a.m.**

Reflection

Facilitated by **Provost Holden Thorp**

**10:15–11:15 a.m.**

Dialogue Session II: “When You Feel Some Kind of Way”: Developing Tools for Dialoguing Across Differences  
Facilitated by **Denise DeCou**, Manager, Diversity and Community Outreach, Office of Human Resources

**11:15 a.m.–12:15 p.m.**

Dialogue Session III: Field Notes: Reflections from WashU’s Diversity Practitioners  
Facilitated by **Nicole Hudson**, Assistant Vice Chancellor, Academy for Diversity, Equity, and Inclusion

**12:15 p.m.**

Closing Remarks

**Nicole Hudson**, Assistant Vice Chancellor, Academy for Diversity, Equity, and Inclusion

**12:30–1:30 p.m.**

Lunch

**1:30–4:30 p.m.**

Engagement Opportunities



SPECIAL GUEST

## Irshad Manji



Described as the “master of moral courage” by CBS News journalist Lesley Stahl, Irshad Manji is an internationally acclaimed advocate, scholar, educator and best-selling author. She is the founder of the Moral Courage Project, an initiative that aims to help young people speak truth to power within their own communities. Her latest book, *Don’t Label Me: An Incredible Conversation for Divided Times*, will release later this month and already is being heralded as an important and powerful work. Recognizing Manji’s leadership, Oprah Winfrey honored her with the Chutzpah Award for “audacity, nerve, boldness and conviction.”

In Arabic, Irshad means “guidance.” Manji’s self-defined mission is to teach a critical mass of people the skills of moral courage—doing the right thing in the face of our fears.

This mission has been a lifelong journey for Manji, an internationally acclaimed religious reformer, best-selling author and award-winning filmmaker. Through her work, she demonstrates that moral courage makes us whole. Being whole, in turn, equips us to find our unique voices, discover our personal missions, overcome adversity in pursuit of those missions, make new mistakes to deepen our creativity, listen to other points of view, and steel our spines for the challenge of leading amid flux.

In short, moral courage generates diversity of ideas: the source of all innovation.

At her Islamic school, Manji challenged dogma and got expelled at age 14. Later, studying Islam on her own, she made a truly surprising discovery, that it’s possible to reconcile faith with freedom. That

discovery led her to write two internationally best-selling books about reforming Islam. Her newest book, *Don’t Label Me: An Incredible Conversation for Divided Times*, explores how we must heal the us-versus-them divisions that are ripping apart America and much of the world.

A senior fellow at the University of Southern California, Manji divides her time between New York and Los Angeles, using the culture of each city to inform the other. She also travels beyond both coasts to engage a global audience to share her message of moral courage.

For all her titles, Manji is an educator at heart. She started the Moral Courage Project at New York University, during which time she shared the stage with His Holiness the Dalai Lama, Martin Luther King III and Christiane Amanpour.

African by birth, Canadian by citizenship, American by immersion and universal by reach, Irshad Manji inspires new perspectives on success, significance, diversity and meaning in work.



## OPENING PROGRAM & KEYNOTE ADDRESS

### “Moving Beyond Labels: A Conversation About Diversity, Bigotry & Common Humanity”

This opening program will provide a powerful framework for our dialogue, with thought-provoking ideas from educator and author Irshad Manji.

## Tuesday, February 19

### MEDICAL CAMPUS

Eric P. Newman Education Center

5:00–6:45 p.m.

Welcome

**Chancellor-elect Andrew D. Martin**

### Introduction

**David H. Perlmutter, MD**, Executive Vice Chancellor for Medical Affairs and Dean, School of Medicine

### Keynote Address

Irshad Manji

“Moving Beyond Labels: A Conversation About Diversity, Bigotry & Common Humanity”

### Conversation and Q&A

Facilitated by **Sherree Wilson**, Associate Vice Chancellor and Associate Dean for Diversity, Equity and Inclusion, School of Medicine

Featuring **Ruth Durrell**, Junior, Washington University; **R. Marie Griffith**, the John C. Danforth Distinguished Professor in the Humanities; **Jessica Pittman, MD**, Assistant Professor of Pediatric Allergy, Immunology and Pulmonary Medicine; **Avery Strong**, Third-Year Class President, School of Medicine

6:45–7:30 p.m.

Reception and Book Signing

## Welcome

### Andrew D. Martin

**Chancellor-elect**

Andrew D. Martin was appointed Washington University’s 15th chancellor by the university’s Board of Trustees in July 2018. From 2014–2018, he served as dean of the College of Literature, Science, and the Arts at the University of Michigan. Previously, he served in various positions at Washington University, including as the Charles Nagel Chair of Constitutional Law and Political Science, vice dean of the School of Law, founding director of the Center for Empirical Research in the Law and chair of the Department of Political Science in Arts & Sciences.

Throughout his career, Chancellor-elect Martin has contributed widely to the areas of judicial politics, quantitative political methodology, empirical legal studies and applied statistics, with attention paid specifically to U.S. Supreme Court decisionmaking. He earned his doctorate in political science from Washington University in 1998 and his A.B. from the College of William & Mary in mathematics and government in 1994.

## Questions to Consider

1. What does it mean to have “moral courage”? How can this help us in our dialogues across difference?
2. What do we stand to gain by listening to other points of view and making “new mistakes” as we find our own unique voices?

## Introduction

### David H. Perlmutter, MD

**The Executive Vice Chancellor for Medical Affairs, George and Carol Bauer Dean of the School of Medicine, and the Spencer T. and Ann W. Olin Distinguished Professor**

Perlmutter is internationally recognized for his research on alpha-1 antitrypsin deficiency (ATD), a genetic disorder in which accumulations of a misfolded protein can cause severe liver damage. His work has led to advances in the understanding of how cells dispose of misfolded proteins that are toxic and cause cellular dysfunction. To evaluate potential treatments for ATD, Perlmutter and colleagues have developed a pipeline of drugs that includes one drug in phase II trials. The goal is to eliminate the need for liver transplantation, the only treatment option for patients with progressive liver disease due to ATD.

Because drugs in this pipeline target and enhance a cellular degradation pathway termed autophagy, which is critical for the functioning of all cells and because the decline in the function of the pathway during aging has been linked to degenerative diseases, these drugs represent exciting candidates for prevention of cognitive decline and other degenerative diseases of aging. Some of the candidate drugs are already FDA-approved for other indications, allowing this work to move into clinical trials much more rapidly, perhaps even within five to seven years. Perlmutter and his collaborators recently discovered that a drug currently used for Type 2 diabetes may slow age-dependent degeneration in the nervous system and in the liver.

He was trained at Children's Hospital of Philadelphia and Boston Children's Hospital and has been on the faculties of Harvard Medical School, University of Pittsburgh and Washington University. Prior to his current position, he was distinguished professor and chair of the Department of Pediatrics at University of Pittsburgh as well as physician-in-chief and scientific director of the Children's Hospital of Pittsburgh of the University of Pittsburgh Medical Center.

Perlmutter is a member of the National Academy of Medicine and the American Academy of Arts and Sciences, chair-elect of the Medical Sciences Section of the American Association for the Advancement of Science, past president of the Society for Pediatric Research and past member of the Advisory Council of the National Institute of Diabetes and Digestive and Kidney Diseases. He has been honored with numerous awards throughout his career, including the E. Mead Johnson Award for Research in Pediatrics from the American Pediatric Society and the Sass-Kortsak Award for Pediatric Liver Research from the Canadian Liver Association. He has authored more than 200 scientific publications and holds nine U.S. patents or patent applications.

## Facilitator

### Sherree Wilson

**Associate Vice Chancellor and Associate Dean for Diversity, Equity and Inclusion, School of Medicine**

Wilson began her position at the School of Medicine in 2018. In this inaugural role for the Washington University Medical Campus, she is charged with leading, developing and implementing innovative and comprehensive plans that will foster a climate that is welcoming and inclusive for all who learn, teach and visit the campus.

Prior to her current position, Wilson served as Associate Dean for Cultural Affairs and Diversity Initiatives at University of Iowa's Carver College of Medicine (CCOM) for six years (2012–2018), where she provided leadership, direction and assessment of diversity and inclusion initiatives throughout the College of Medicine. She developed and implemented a Strategic Diversity Roadmap for the CCOM and designed a comprehensive culturally sensitive plan for University of Iowa Health Care to train faculty and help health-care personnel provide care that is responsive to patients from varying backgrounds.

Wilson has published on topics related to the experiences of faculty of color in predominantly white institutions and has conducted over 100 presentations on a wide range of topics including: faculty recruitment, career and professional development, strategic diversity planning, the role of implicit bias in health care, and advancing diversity and inclusion in academic medicine. She earned a bachelor's degree in Speech Pathology & Audiology from Ball State University; and from Indiana University, a master's degree in College Student Personnel Administration & Counseling, and a PhD in Educational Leadership & Policy Studies, with a concentration in Higher Education Administration.





## OPENING PROGRAM & KEYNOTE ADDRESS Continued

### Participants

#### Ruth Durrell

##### Washington University Junior

Hanna “Ruth” Durrell is a proud Milwaukee, Wisconsin native. A class of 2020 junior, she majors in educational studies and sociology. She pursues her passion for social justice and bridging the education gap between students of different social economic backgrounds in her role as a peer mentor for the Deneb STARS program in the Office for Student Success, a supportive community for Pell Grant-eligible students. She is also a Civic Scholar; her civic project focuses on improving the educational experiences of low-income and minority students by making sure they are taught by diverse teachers who reflect their identities. She is also president of WU-SLam, WashU’s premier and only spoken word poetry group. She works to create safe spaces for club members, other WashU students, and the high school and elementary schools that WU-SLam partners with. Ruth uses the stage to share stories of self and of her community. Ruth always hopes that her poetry engages audience members and acts as a doorway into having difficult, yet open conversations.

#### R. Marie Griffith

##### The John C. Danforth Distinguished Professor in the Humanities

Griffith is director of Washington University’s John C. Danforth Center on Religion and Politics and the editor of the Center’s journal, *Religion & Politics*. Her research focuses on American Christianity, including the changing profile of American evangelicals and ongoing conflicts over gender, sexuality and marriage.

Griffith obtained her undergraduate degree at the University of Virginia in Political and Social Thought and her PhD in the study of religion from Harvard University. Before moving to Washington University in 2011, she served as professor of religion and director of the women and gender studies program at Princeton University, where she was awarded the President’s Award for Distinguished Teaching; and later as the John A. Bartlett Professor of New England Church History at Harvard. In 2015 she was appointed a Distinguished Lecturer for the Organization of American Historians.

Griffith is the author or editor of six books, including, most recently, *Moral Combat: How Sex Divided American Christians and Fractured American Politics* (Basic Books, 2017), which traces conflicts over sexual morality, feminism and gender that have riven American Christianity and politics for over a century. She is a frequent media commentator and public speaker on current issues pertaining to religion and politics.

#### Jessica Pittman, MD

##### Assistant Professor of Pediatric Allergy, Immunology and Pulmonary Medicine, School of Medicine

Pittman serves as the Associate Pediatric Residency Program Director for Diversity & Inclusion at St. Louis Children’s Hospital, Co-Director of the WUSM Therapeutics Development Center, and Medical Director of the SLCH Pulmonary Function Laboratory. She received her BA in Biology from Oberlin College before completing her MD at Washington University in St. Louis. She attended pediatric residency at Seattle Children’s Hospital/University of Washington, and completed her Pediatric Pulmonology Fellowship and MPH in epidemiology at the University of North Carolina at Chapel Hill.

In her role within the Pediatric Residency at SLCH, Pittman is focusing on increasing recruitment and retention of residents from diverse backgrounds and improving the cultural competency of all of our resident physicians. She is also spearheading a new multidisciplinary initiative—the Taskforce on Teamwork and Cultural Competency—designed to improve cultural competency, strengthen team interactions and lessen health disparities at SLCH.



Avery Strong

Strong graduated in May 2016 from the College of Idaho with a bachelor's degree in biology awarded with honors and distinction for his thesis work on ATP-mediated glutamate toxicity in glioblastoma cell lines. Matriculation to Washington University School of Medicine was an easy choice; he fell in love with the welcoming environment and thought-provoking conversations he encountered on his interview day.

Now, as a third-year medical student, he serves as president of the Class of 2020 and chairperson of the medical student government for the MD program. He was a committee member for the Washington University School of Medicine Gateway Curriculum Renewal group, Golden Horizons team, charged with helping in the development of a new medical school curriculum that best reflects students' priorities and ideals. He now serves as a member of the Curriculum Architecture Team tasked with building the final working framework of the MD curriculum.

He is active in various other committees, organizations and activities that promote diversity, community service, mentorship and rapport building. Notably, he has worked with LGBTQmed and OUTmed to build a mentorship program between LGBTQ students, faculty and residents. Furthermore, he has led the charge in advocating for the recognition of LGBTQ identified students as an underrepresented minority at the School of Medicine and, alongside an amazing team of colleagues, continues to advocate for the addition of sexual and gender minority identification questions to the secondary application in order to recruit excellently qualified LGBTQ applicants ready to help change the face of medicine.



## DIALOGUE SESSION I WU in Focus: A Closer Look at Issues That Matter

A conversation highlighting various issues, identities, experiences and perspectives of members of the Washington University community.

### Wednesday, February 20

#### DANFORTH CAMPUS

Clark-Fox Forum, Hillman Hall

8:30–9:00 a.m.

#### Welcome and Introduction

**Lori S. White**, Vice Chancellor for Student Affairs; and  
**Andrew D. Martin**, Chancellor-elect

9–10:00 a.m.

#### Dialogue Session I: WU in Focus: A Closer Look at Issues That Matter

Last fall, *Student Life* published a special issue titled “WU: In Focus, A Closer Look at the Issues that Matter,” highlighting various issues, identities, experiences and perspectives reflecting the diversity of our campus community. Chancellor-elect Martin will invite the student editors of this issue to discuss what prompted them to publish this special issue, followed by a “living room” conversation among selected members of our community, who also reflect different identities, perspectives and life experiences to further dialogues across differences that our student newspaper helped to start.

Facilitated by **Mary M. McKay**, Neidorff Family and Centene Corporation Dean, Brown School

Featuring **Jennifer Goetz**, Veteran Student Services Advisor, Office of the Provost; **John Inazu**, the Sally D. Danforth Distinguished Professor of Law and Religion, and Professor of Political Science; **Chalaun Lomax**, Washington University Senior, Director of Diversity Initiatives, *Student Life*; **Drew McPike**, Washington University Junior; **Sam Seekings**, Washington University Senior, Editor-in-Chief, *Student Life*; **Anthony Tillman**, Assistant Provost for Student Success, Office of the Provost

10–10:15 a.m.

#### Reflection

Facilitated by **Provost Holden Thorp**

### Welcome

#### Lori S. White

**Vice Chancellor for Student Affairs,  
Professor of Practice of Education**

White has spent more than three decades working in higher education. Prior to her arrival at Washington University, she served as the vice president for student affairs and clinical professor of education at Southern Methodist University, and she has also worked at the University of Southern California, Stanford, Georgetown, San Diego State University, and University of California, Irvine.

At Washington University, White and her colleagues are responsible for a range of student life programs, including residence halls, student activities, student leadership programs, student conduct, the Center for Diversity and Inclusion, the First Year Student Center, health and wellness programs, career services, student academic support programs, international students and scholars, scholarship programs, the Danforth University Center, and Washington University athletics and recreational programs.

White earned an undergraduate degree in psychology and English from the University of California, Berkeley and a PhD from Stanford University in education administration and policy analysis with emphasis in higher education. She also participated in Harvard University’s Management and Leadership in Education Program.

### Questions to Consider

1. How can conversations like the one started by the *Student Life* issue help us to have a more open, honest dialogue across our differences?
2. How do our various identities strengthen—and challenge—us as a community?

## Facilitator

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### Mary M. McKay

**Neidorff Family and Centene Corporation Dean,  
Brown School**

McKay joined the Brown School at Washington University as dean in 2016, continuing the School's legacy of creating vital knowledge, initiating social change and preparing leaders to address social and health challenges both locally and globally. Dean McKay brings a wealth of critical scholarship and leadership in the areas of poverty, mental health and the health-prevention needs of poverty-impacted youth and families, both locally and globally. Prior to joining the Brown School, Dean McKay was the McSilver Professor of Social Work and the inaugural director of the McSilver Institute for Poverty Policy and Research at New York University's Silver School of Social Work.

## Participants

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### Jennifer Goetz

**Veteran Student Services Advisor, Office of the Provost**

As the Veteran Student Services Advisor for Washington University, Goetz serves as the university's focal point for military and veteran matters, to include transitioning military-connected students into higher education, providing and connecting students with programs and services, and partnering across campus and in the community.

Goetz is a career Air Force Reservist with experience in human resources, business operations, program and project management, policy development, logistics and executive support. After serving the Air Force in various capacities for over 15 years and receiving her Master of Social Work from the Brown School, she transitioned to a career as a veteran social worker and founded the Office of Military and Veteran Services, where she works at all levels of the institution to advocate for and support the university's military-connected students and coordinate efforts across the university.



## DIALOGUE SESSION I

### Continued

## Participants

### John Inazu

**The Sally D. Danforth Distinguished Professor of Law and Religion, and Professor of Political Science**

Inazu's scholarship focuses on the First Amendment freedoms of speech, assembly and religion, and related questions of legal and political theory. His most recent book, *Confident Pluralism: Surviving and Thriving Through Deep Difference*, argues that we can and must live together peaceably in spite of deep and sometimes irresolvable differences over politics, religion, sexuality and other important matters.

At Washington University, he holds joint appointments in the School of Law and the John C. Danforth Center on Religion and Politics, and a courtesy appointment in political science in Arts & Sciences. Inazu teaches criminal law to first-year law students, as well as a class on law and religion and various seminars related to the First Amendment.

Inazu is the special editor of a volume on law and theology published in *Law & Contemporary Problems*, and his articles have appeared in a number of law reviews and specialty journals.

Prior to joining the law faculty, he was a visiting assistant professor at Duke University School of Law and a Royster Fellow at the University of North Carolina at Chapel Hill. He clerked for Judge Roger L. Wollman of the U.S. Court of Appeals for the Eighth Circuit and served for four years as an associate general counsel with the Department of the Air Force at the Pentagon.

### Chalaun Lomax

**Washington University Senior, Director of Diversity Initiatives, *Student Life***

Lomax, a senior from West Chester, Ohio, is a John B. Ervin Scholar double majoring in history and anthropology. Chalaun currently serves as the director of diversity initiatives at *Student Life*, where she also reports on issues of POC representation in the WashU community. Her campus journalism covers WUPD policing models, the faculty diversity pipeline, the establishment of affinity groups on campus, and diversity in Greek Life. In addition to serving as a mentor in Strive for College, Lomax is currently a member of the Campus Interview Team and Student Conduct Board.

### Sam Seekings

**Washington University Senior, Editor-in-Chief, *Student Life***

Seekings is a senior majoring in history and psychology with a minor in text and tradition. He is also editor-in-chief of *Student Life*, Washington University's independent student newspaper. A citizen of the United Kingdom, he moved to Oshkosh, Wisconsin, at age four and lived there until moving to St. Louis for college.

Once on campus, he was immediately drawn to *Student Life* and journalism, both because of the community he found there and its impact on campus. During his time on staff, he has written on topics including national politics, Student Union, and the Jason Stockley protests. As editor-in-chief, he has placed a heavy emphasis on initiatives aimed at increasing diversity both on staff and in *Student Life's* coverage, and—along with Director of Diversity Initiatives Chalaun Lomax—helped conceptualize the “WU: In Focus” special issue. This special publication focused on various areas of difference on the Danforth Campus, including racial, religious, political and socioeconomic diversity.

In his academics, Seekings has attempted to focus on areas of study he knows little to nothing about as much as possible. This has led him to thoroughly enjoy his studies, and he is currently completing his capstone history paper on the Mfecane in South Africa.

### Drew McPike

**Washington University Junior**

Drew McPike is a junior political science major and history minor at Washington University. He comes from Gower, a small town in northwest Missouri. McPike is the president of the Washington University College Republicans, as well as a member of WashU's club baseball team. He is an avid sports fan and closely follows Major League Baseball and the St. Louis Cardinals.

## Participants

### Anthony Tillman

#### Assistant Provost for Student Success, Office of the Provost

Tillman directs the Office for Student Success, which coordinates programs and services in support of the academic and developmental success of first-generation college students and those from low socioeconomic backgrounds.

Among the programs he oversees are the Deneb STARS, an initiative that strategically addresses the challenges faced by first-generation students. He also oversees the KIPP College Partner initiative between the university and the national KIPP Foundation; and represents the provost's office on the American Talent Initiative, a coalition of top performing colleges and universities who are committed to serving 50,000 highly qualified low- and moderate-income students by 2025.

Prior to coming to Washington University, he was assistant provost at Southern Methodist University in Dallas, where he created an academic support initiative to enhance student success for at-risk first-year students; implemented measures that increased student retention; coordinated the establishment of a STEM pipeline for high-performing minority students to prepare them for STEM careers; and conducted a campus climate study examining minority student experiences.

Tillman also served six years as associate director of The College Board's Educational Opportunity Center, a U.S. Department of Education-funded center that focuses on providing postsecondary educational services and programs to low-income and first-generation students. He also has worked at Montclair State University, Drew University and Dartmouth College, where he was associate dean of first-year students and director of its Intensive Academic Support Program.

## Reflection

### Holden Thorp

#### Provost and Executive Vice Chancellor for Academic Affairs, and the Rita Levi-Montalcini Distinguished University Professor

Thorp became Provost and Executive Vice Chancellor for Academic Affairs at Washington University on July 1, 2013. As the Rita Levi-Montalcini Distinguished University Professor, he holds appointments in both chemistry and medicine.

Thorp joined the university after spending three decades at the University of North Carolina at Chapel Hill where he served as the 10th chancellor from 2008 through 2013.

Thorp started at UNC as an undergraduate student and earned a bachelor of science degree in chemistry with highest honors in 1986. He earned a doctorate in chemistry in 1989 at the California Institute of Technology and completed post-doctoral work at Yale University. He holds an honorary Doctor of Laws from North Carolina Wesleyan College and is a Fellow of the National Academy of Inventors.

Thorp is the co-author with Buck Goldstein of two books about higher education: *Engines of Innovation* and *Our Higher Calling: Rebuilding the Partnership Between America and Its Colleges and Universities*, published by UNC Press in September 2018.

In his research career, Thorp developed technology for electronic DNA chips and co-founded Viamet Pharmaceuticals, which recently sold its lead drug, oteseconazole, to create Mycovia Pharmaceuticals that is seeing the drug through Phase 3 clinical trials. Thorp is currently a member of the boards of Artizan Biosciences, the College Advising Corps, the St. Louis Symphony Orchestra, and Barnes-Jewish Hospital.



## DIALOGUE SESSION II

### “When You Feel Some Kind of Way”: Developing Tools for Dialoguing Across Differences

## Wednesday, February 20

### DANFORTH CAMPUS

Clark-Fox Forum, Hillman Hall

**10:15–11:15 a.m.**

Dialogue Session II: “When You Feel Some Kind of Way”: Developing Tools for Dialoguing Across Differences

Facilitated by **Denise DeCou**, Manager, Diversity and Community Outreach, Office of Human Resources

There are times when someone says something that “makes you feel some kind of way.” This presentation will help you to better understand your feelings, contemplate your perspective and mitigate your biases. In an interactive session, you will be presented with tools to help navigate difficult conversations and dialogue across differences.

## Facilitator

### Denise DeCou

**Manager, Diversity and Community Outreach, Office of Human Resources**

DeCou has been a leading figure in diversity awareness and anti-bias efforts in the nonprofit sector of the St. Louis community for more than 25 years. At Washington University, she has conducted highly popular diversity training sessions with more than 8,500 employees and supports efforts to improve the university’s workforce diversity.

DeCou has dedicated her professional life to healing divides as an effective administrator and anti-bias educator. She was executive director of the National Conference for Community and Justice of Metropolitan St. Louis, ran the largest education program of the Anti-Defamation League–St. Louis for 10 years, and held positions with the United Way and East-West Gateway Coordinating Council. She founded and still runs the consulting firm Loretta’s Work, aimed at developing young leaders.

As a nationally certified diversity trainer, DeCou has facilitated anti-bias/anti-oppression training for children, youth, community-based organizations, community leaders, the workplace, law enforcement and institutions of higher education here in the United States and abroad. She is also a nationally certified consultant in Social & Emotional Intelligence.

DeCou graduated from Fordham University, Rosehill Campus in New York with degrees in modern languages and is trilingual.

## Questions to Consider

1. What biases, if any, do you think you hold? How might you increase awareness of your own biases?
2. How do you respond when someone makes you feel uncomfortable because of the perceived differences between you?
3. What do you think needs to happen for others to understand and respect your identities?







## DIALOGUE SESSION III

### Field Notes: Reflections from WashU's Diversity Practitioners

## Wednesday, February 20

### DANFORTH CAMPUS

Clark-Fox Forum, Hillman Hall

**11:15 a.m.–12:15 p.m.**

Dialogue Session III: Field Notes: Reflections from WashU's Diversity Practitioners

What does it mean to take action for social change? What's it like when this is your job? This panel will highlight people at Washington University whose work revolves around creating a more inclusive campus climate. Panelists will share the personal and professional journeys that led to their current positions and offer examples of the many ways they have been able to affect change through their spheres of influence.

Facilitated by **Nicole Hudson**, Assistant Vice Chancellor, Academy for Diversity, Equity, and Inclusion

Featuring **Adrienne D. Davis**, Vice Provost and the William M. Van Cleve Professor of Law; **LaShawnda Fields**, PhD Student, Brown School; **Joseph Pangelinan**, Director of Cultural Awareness and Diversity, School of Medicine; **Emelyn dela Peña**, Associate Vice Chancellor and Dean, Center for Diversity and Inclusion; **Toni Aguilar Rosenthal**, Washington University Sophomore

**12:30–1:30 p.m.**

Lunch

132 Goldfarb Hall

## Moderator

### Nicole Hudson

**Assistant Vice Chancellor, Academy for Diversity, Equity, and Inclusion**

Hudson leads the Academy for Diversity, Equity, and Inclusion, founded in fall 2018 to function as the university's primary forum for improving climate and culture, with a focus on staff and faculty. She came to the university with deep experience in communications, narrative strategy and working with communities to drive shifts in culture and policy. Her immediate past appointment was as deputy mayor for the City of St. Louis, where she served as a senior policy adviser with a primary focus on institutionalizing equity as a core value of city government.

Prior to joining the mayor's office, Hudson served as communications director for the Ferguson Commission, appointed in 2014 by then-Missouri Gov. Jay Nixon to study the underlying root causes of unrest in the St. Louis region following the shooting death of Michael Brown. In this role, she led communications both during and after the commission's work, with the development of the Ferguson Commission report, "Forward Through Ferguson: A Path Toward Racial Equity." She went on to serve as lead catalyst for Forward Through Ferguson, a nonprofit organization charged by the Ferguson Commission with facilitating implementation of the report, where she was responsible for strategy, funding, partnerships, community process and daily management of the organization.

A graduate of Northwestern University with a bachelor's degree in communications, Hudson is active in the St. Louis community and on numerous boards.

## Questions to Consider

1. What are some ways that the university's diversity leaders can help facilitate constructive dialogues across difference?
2. Do you make use of the programs and resources the university offers in the areas of diversity, equity and inclusion? What would make you more likely to participate?

## Participants

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### Adrienne Davis

#### Vice Provost and William M. Van Cleve Professor of Law

Adrienne Davis holds a dual appointment as William M. Van Cleve Professor of Law and Vice Provost at Washington University in St. Louis. She holds courtesy appointments in African and African-American Studies, History, and Women, Gender & Sexuality Studies, all in the School of Arts & Sciences. Davis is a graduate of Yale College and Yale Law School, where she served on the Executive Committee of the *Yale Law Journal*.

As Vice Provost, Davis focuses on faculty diversity and development, consulting and collaborating closely with the university's schools; managing a suite of programs from the Office of the Provost; and chairing key searches for the next generation of university leaders. From 2015 until 2017 she chaired the university's Commission on Diversity and Inclusion, which was charged with designing a university-wide plan for diversity.

As a legal scholar, Davis is renowned for her scholarship and teaching on gender and race relations; theories of justice and reparations; feminist and critical race theory; and law and popular culture. She has written extensively on the gendered and private law dimensions of American slavery, the legal regulation of intimacy, and how culture and law converge to distribute justice. A Distinguished Lecturer for the Organization of American Historians, Davis directed the Black Sexual Economies Project from 2009 to 2013 at the university's School of Law. She also founded and is co-director of the Law, Identity & Culture Initiative. She has published articles in the *Stanford Law Review*, *Columbia Law Review* and *California Law Review*, as well as numerous other articles and book chapters. She is the co-editor of the book, *Privilege Revealed: How Invisible Preference Undermines America* (NYU Press). Davis is the past recipient of a Bellagio Fellowship from the Rockefeller Foundation.

Davis also is actively involved in several civic institutions: she is a member of the Links Inc., St. Louis Chapter, and serves on the Board of Trustees of Opera Theatre St. Louis, Our Little Haven, *December Literary Magazine*, The Fashion Fund, the Visionary Awards, and is currently the secretary to the Board of Commissioners at the Saint Louis Art Museum. In 2017 she was recognized as a St. Louis Woman of Achievement for Arts Advocacy.

### LaShawnda Fields

#### PhD Student, Brown School

Fields is a native of St. Louis who has an MSW from the Brown School and is currently a PhD student in social work. Her research focuses on the experiences and outcomes of Black women faculty at research-intensive schools of social work. Fields is most interested in the mental health impact on underrepresented minorities working in non-inclusive climates and cultures.

While working on her doctoral studies, Fields has continued to serve the campus community as well as the greater St. Louis community through volunteer efforts. During her first few years of graduate school, she was a member of the university's Diversity Commission. Fields is the current VP of Community Service and Civic Engagement for the Graduate Professional Council and a member of the Brown School Diversity Committee.

Before returning to school, Fields worked for the university in Cornerstone as the Student Retention Coordinator. In this role, she primarily worked with and supported students who were first-generation and/or low-income. While an employee, she volunteered across campus in many diversity-related capacities. As evident by her volunteer endeavors, Fields remains committed to diversifying higher education and ensuring equitable experiences for all members of these communities.



## DIALOGUE SESSION III

### Continued

## Participants

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### Joseph Pangelinan

**Director of Cultural Awareness and Diversity,  
School of Medicine**

Pangelinan has been working at the confluence of culture, mental health and education for nearly three decades. He has published, developed curricula, presented programs and lectured on cultural competency, factors impacting career and academic achievement of minority students, career advocacy from a social justice framework, and experiential activities for teaching multicultural concepts. In his current role as the Director of Cultural Awareness and Diversity in the John T. Milliken Department of Medicine, he collaborates with his colleagues on making structural, procedural, and program changes to help welcome, support, and promote individuals of all backgrounds, especially those who have been historically underrepresented in all levels of academic medicine.

Formerly, Pangelinan's counseling and training experience allowed him to work with individuals, groups, and families who have been marginalized and impacted by disparities in health care, justice, education and income. He helped to create the Missouri Crisis Access Response System (MOCARS) in rural Missouri; led teams working with adolescents with severe emotional disorders with the Missouri Department of Mental Health; counseled bright young adults with behavioral disorders and emotional disturbance, and their families, at Logos School; and mentored college and graduate students.

Pangelinan is from the Fesinnim and Obu tribes in the Micronesia region of the Pacific Ocean. He received his undergraduate degree in psychology from Benedictine College, his master's degree in psychological counseling from Southeast Missouri State University, and his doctorate degree in education (with an emphasis in counseling) from University of Missouri in St. Louis. He is licensed as a counselor and counselor supervisor in Missouri.

### Emelyn dela Peña

**Associate Vice Chancellor and Dean, Center for Diversity  
and Inclusion**

An experienced leader in higher education, dela Peña has spent more than two decades as an administrator and teacher. As dean of the Center for Diversity and Inclusion, she oversees a unit that provides support and advocacy for students from traditionally underrepresented or marginalized populations, and creates collaborative partnerships with campus and community members to promote dialogue and social change.

Before coming to the university, she was a member of Harvard College's senior staff, advising the dean of the college and dean of students on issues regarding equity and inclusion, including strategic planning and assessment. There, she led initiatives focused on gender, sexuality and diversity, including the Harvard College Women's Center, the Office of BGLTQ Student Life, Intergroup Dialogue program, First Generation Student Working Group and Undocumented Student Programs.

She also served as campus diversity officer and director of the Women's Center at U.C. San Diego, from where she earned a bachelor's degree in ethnic studies. She also holds a master's degree in education from San Diego State; and a doctor of education through a joint program of U.C. San Diego, San Diego State and California State University-San Marcos. She was honored with the Harvard University Faculty of Arts & Sciences Dean's Distinction Award, and was recognized by U.C. San Diego three times with its Diversity Champion Award.

### Toni Aguilar Rosenthal

**Washington University Sophomore**

Toni Aguilar Rosenthal is a Washington University Sophomore from Denver, Colorado. Rosenthal is currently pursuing a double major in classics and American Culture Studies with a minor in religion and politics, while on a pre-law track. On campus, she is a member of Lock and Chain Sophomore Honorary, Alpha Psi Lambda, Phi Delta Phi, the Student Conduct Board, People Like Us, and chair of Student Union's Diversity Affairs Council.





## MEDICAL CAMPUS EVENTS

### Wednesday, February 20

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#### MEDICAL CAMPUS

Holden Auditorium

**12–1:30 p.m.**

“Segregation in St. Louis: Dismantling the Divide”

**Michelle Witthaus**, Program Manager, Health Equity Works (previously For the Sake of All), a Washington University initiative committed to research and collaboration to accelerate health equity in St. Louis

St. Louis is among the most segregated regions in the country. Geographically-based housing divisions further inequities for residents who already experience limited access to quality education, job opportunities, health care, retail, transportation, clean air, empowering social networks, and other critical resources.

This session will cover a brief history of our region’s use of segregation housing policies and practices and provide key recommendations to help rebuild our communities and dismantle our significant divides. Attendees will discuss the policy recommendations in the areas of affordable housing, equitable development and allocation of resources.

#### MEDICAL CAMPUS

Connor Auditorium

**4:30–6:30 p.m.**

“Redirecting Implicit Bias”

**Calvin Lai**, Assistant Professor of Psychological & Brain Sciences, Washington University

The Ordinary Origins of Bias Conscious experience provides an immediate, compelling and incomplete account of mental life. Much of how we think and act is shaped by mental activity that occurs outside of conscious awareness or control. Because of that, evaluations of others can be subtly influenced by factors that we do not recognize and may not value. There will be three parts to the session: 1) demonstrations of how incomplete access or control of our minds influences social judgment; 2) examples of how this can translate into racial and gender biases within medicine; and 3) hands-on discussion about practices for preventing bias in everyday situations.





## AFTERNOON ENGAGEMENT OPPORTUNITIES

### Afternoon Engagement Opportunities

Various St. Louis Locations

**12:30–4:30 p.m.**

#### Collaborative Engagement in St. Louis: Service Fair

Goldfarb Commons, Goldfarb Hall

**12:30–2:30 p.m.**

Local agencies will be on hand to give participants insight and information on how you can use your strengths and talents to make a difference in the St. Louis region, by responding to community needs and priorities through civic engagement.

Participating agencies include:

- American Cancer Society
- Asthma and Allergy Association
- Be the Match
- Legislative Concerns Committee
- Paraquad
- United Way
- Wesley House

#### Visit to the Gateway Arch National Park and the Old Courthouse

Meet at the Hillman Hall Room 53 Entryway at 1:30 p.m.  
MetroLink tickets will be provided

**1:30–4:30 p.m.**

Explore St. Louis History and its pivotal role in Westward Expansion including how expansion impacted Native Americans and other ethnic and cultural communities that have been part of the development of St. Louis and the west.

#### “I am...” Project

CLARK-FOX FORUM ENTRY

Throughout the day

Social identities play a major role in how we begin the process of seeing and understanding ourselves. The “I am...” Project invites Day of Discovery, Dialogue & Action participants to highlight their lived social identities and place them alongside the rest of the university community. Participants were asked to share images of their various social identities on the Day of Discovery, Dialogue & Action website prior to the conference. Participants can also stop by the registration desk to learn more and submit a photo.

#### Collaborative Engagement in St. Louis Learning Session

**1:30–2:30 p.m.**

Goldfarb Hall, Room 37

Facilitated by **Stefani Weeden-Smith**, Gephardt Institute for Civic and Community Engagement, and the United Way of Greater St. Louis

The Washington University community can actively engage in addressing social challenges in a team, as a group of colleagues, or as an individual through community service. Learn how in this informative session.

#### Nonviolent Communication Workshop

**1:30–3:30 p.m.**

Goldfarb Hall, Room 38

Facilitated by **Braveheart Gillani**, MSW Candidate, Brown School

Nonviolent Communications (NVC) is a tool that leads us toward a quality of connection among people where everyone’s needs are valued and met through compassionate giving—out of the joy of contributing to another human being. Focusing on the event’s theme, the presentation will help attendees discover the main tenets of NVC and increase their vocabulary regarding human feelings and needs. Empathic dialogue will be modeled with particular focus on identifying “compassion blockers.” The session will end with demonstrations and practice of NVC exercises used to make choices toward compassionate actions.

#### Developing and Supporting Diverse Teams

**1:30–3:30 p.m.**

Brown Lounge, Brown Hall

Facilitated by **Katharine Pei**, Director, First Year Center; and **Danielle Bristow**, Assistant Dean for Academic Affairs, Brown School

Diverse teams are higher performing and foster better work environments for employees, which leads to enhanced support for students. Managers have the opportunity and responsibility to develop a workplace where these teams can be cultivated and thrive. Through this workshop, participants will engage in discussion on how to create strong and successful teams starting with recruitment and hiring, into onboarding, and through supervision and office culture. Participants will walk away with tangible strategies for implementation.



### Going Beneath the Surface

**1:30–3:30 p.m.**

Goldfarb Hall, Room 39

Facilitated by **Melanie Houston**, Training and Education Specialist, Center for Diversity and Inclusion

During this workshop, participants will examine their orientation toward engaging in dialogue with others. By participating in this session, participants will gain framing for structuring questions and approaches aimed at building relationships based in deeper levels of understanding.

### Open Space

**1:30–4:30 p.m.**

Hillman Hall, Rooms 50–53

Searching for more dialogue space? Open Space gives you the chance to talk to other students, staff and faculty about the topics of the morning sessions, your reactions, or how you take action in your community. The Open Space will not be facilitated, but rather staffed by campus partners who are interested in engaging in meaningful dialogue.

### Film Screening: *The Color of Medicine*

**Two showings:**

**2–4:30 p.m. and 6–8:30 p.m.**

Clark-Fox Forum

Film screenings of *The Color of Medicine: The Story of Homer G. Phillips Hospital*. A facilitated reflection with some of the filmmakers will take place after the film and movie refreshments will be provided during the evening screening.

*The Color of Medicine* traces the rise and fall of St. Louis's premier black hospital, Homer G. Phillips, which at one point in time trained the largest number of black doctors and nurses in the world. A large array of other physicians, nurses and patients share recollections that span the years from the hospital's beginnings in 1937 to its closing in 1979, and community activists and leaders discuss the significant place that Homer G. Phillips Hospital holds in African-American, St. Louis and U.S. history.

### With special thanks to the Day of Discovery, Dialogue & Action planning committee:

Mary McKay,  
Co-Chair

Lori S. White,  
Co-Chair

Jen Austin

Derek Bell

Brittany Bynum

Kellyn Danehey

Denise DeCou

Emelyn Dela Peña

Haley Dolosic

Pamela Dzun

Meghann Feely

Jennifer Finney

Peter  
Fongsamouth

John Furlong

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Jill Friedman

Marina P. Gross

Jodi Heen

Nicole Hudson

Joy Korley

Jacqueline Levey

Ashley Macrander

Olivia Marcucci

Jillian Martin

Jessica Martsolf

Margaret Miller

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