Beyond the Bare Minimum

Power and Privilege Symposium 2022

Whitman College

February 2022
ABOUT THE SYMPOSIUM

This year's Symposium was made possible by:

Ilse Spiropoulos  
Co-Executive Director

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Co-Executive Director

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Hello Community—

Everyone affiliated to Whitman College, and everyone who is not. We often, throughout our tiny lives, affiliate our bodies and hearts to places, groups and communities. Our identities, our static, inconstant, sometimes stretched-to-fit-in identities are fed by these affiliations. Sometimes we need these identities to make sense of ourselves and reserve a small space for us in the vastness of the world. Sometimes, though, as much as we despise it, our identities are used against us, backstabbed, rejected or worse, ignored and unacknowledged. We have grown smarter over the years to make barriers against the marginalized more subtle. There may not be discriminatory boards outside gates but the way to the top floor is only through a staircase.

The Power and Privilege Symposium is an important part of the year, not a mere day, but a push to do something, anything. This symposium is an invitation to rethink the ‘regular’, the staircased pathways to the top, the unquestioned systems that block some of us out from a life lived to its fullest. This year we question **Accessibility**. As aware as we are that we don’t possess all the answers, we hope that this symposium urges us to question.

Many of the session leaders are students. For some, it’s their first time to address a big crowd while bringing stories that demand their vulnerability. I hope you come with engaging and welcoming minds, embracing all that the symposium has to offer. Your presence is important and appreciated. It takes every one of us to go **Beyond the Bare Minimum**.

Sincerely,

Tejashree Jadhav

*Co-Executive Director*
Hello Peers and Community Members,

Welcome once again to the annual Power and Privilege Symposium. While Whitman College, along with many other liberal arts colleges, has progressed toward equity there is always the threat that progress will plateau. One of the primary threats to this progress is a simple lack of access to modes of advocacy. Too often on a global level change stops at the first step which leaves behind any voice not at the first conversation. It is imperative that we, students, faculty, staff, and administration, do not allow surface level policies to serve as a replacement for genuine structural change. This year’s theme asks Whitman to go Beyond The Bare Minimum in the way we interrogate power and privilege.

As Whitman students we have the fortunate opportunity to bring forward and discuss our own insights to the systems of power and privilege that impact us during our time here. The Power and Privilege Symposium has been designed from the beginning to expose underlying bias and inequality built into the institution’s core. For students to truly put to use the knowledge we gain, we have to go beyond what is expected of us or what is sufficient to gain social status as an “activist.” I have faith that our team has created a symposium that will allow every participant to gain access to the knowledge and opportunities necessary to go beyond the bare minimum themselves. I hope that this symposium, as a recurring event, is not the end but the beginning of new roads to change. Please enjoy the 2022 Power and Privilege Symposium: Beyond The Bare Minimum.

Sincerely,

Ilse Spiropoulos
Co-Executive Director
POWER & PRIVILEGE
SYMPOSIUM SCHEDULE 2022

Tuesday, February 22nd: Kick-off Event & Concert
7:00 PM in Cordiner Hall

Opening Performances from
Tejashree Jadhav (’24)
Aziz Sahbazovic (’24)
Marina Balasanyan (’24)

Aisha Fukushima, Guest Artist & Performer

Wednesday, February 23rd:
Power & Privilege Symposium Keynote
6:30 PM in Cordiner Hall
Imani Barbarin, Keynote Speaker

Thursday, February 24th:
Power & Privilege Symposium Day
9:30AM-3:45PM
Sessions Available Across Campus & Virtually
AISHA FUKUSHIMA is a Performance Lecturer, Justice Strategist, Singer/Songwriter, and RAPtivist (rap activist). Fukushima founded RAPtivism (Rap Activism), a hip hop project spanning 20 countries and four continents, amplifying universal efforts for freedom and justice. She is a multilingual, multiracial African American Japanese woman who has done lectures and performances everywhere from the United States to France, Morocco, Japan, Germany, England, South Africa, Senegal, India, Denmark and beyond.

Fukushima’s ‘RAPtivism’ work has been featured on Oprah Magazine, TEDx, KQED Public Television, The Seattle Times, TV 2M Morocco, The Bangalore Mirror, HYPE, South Africa’s #1 Hip Hop Magazine, and Tour highlights include performing for audiences of over 20,000 people in Nepal, speaking with the President of Estonia about the power of music to create change, and sharing stages with the likes of Bernie Sanders, Angela Davis, Emory Douglas (Black Panthers), KRS-One, Herbie Hancock, Christian McBride, The Isley Brothers, and M1 (Dead Prez). As a public speaker, Aisha combines the art of performance and lecture. In her keynotes she links themes such as hip hop, global citizenship, empowerment, feminism and cultural activism through storytelling as well as live musical performance.
IMANI BARBARIN is a disability rights and inclusion activist and speaker who uses her voice and social media platforms to create conversations engaging the disability community. Born with cerebral palsy, Imani often writes and uses her platform to speak from the perspective of a disabled black woman. In the last few years she has created over a dozen trending hashtags that allow disabled folk the opportunity to have their perspectives heard while forcing the world to take notice. #PatientsAreNotFaking, #ThingsDisabledPeopleKnow, #AbledsAreWeird and others each provide a window into disabled life while forming a community.

Imani is from the Philadelphia area and holds a Masters in Global Communications from the American University of Paris, her published works include those in Forbes, Rewire, Healthline, BitchMedia and more. She runs the blog CrutchesAndSpice.com and a podcast of the same name. She currently serves as the Communications Director for a nonprofit in Pennsylvania.
LUNCH

Lunch will be provided to all Whitman students from 11 am-2 pm at Cleveland Commons. There will be two lunch blocks pre-assigned to students by last name.

| Last Name A-O | 11am-12:30pm |
| Last Name P-Z | 12:30pm-2pm |

Visit posters displayed in Reid Basement for the Outdoors for All Course.

Students who participated in this course explored: 1) national efforts to make outdoor recreation and environmental conservation more diverse, inclusive, and culturally relevant to the interests of all people; 2) contemporary outreach and advocacy programs aimed at addressing inequity, exclusion and representation; 3) and the new generation of advocates creating change. As a result, each student created a poster to advance education and action toward diversity, equity, inclusion, and accessibility in outdoor spaces. This course was taught by Brien Sheedy & Laura Sanchez.
ACCOMMODATIONS AND ACCESSIBILITY

• There will be one to three seats reserved at each session for students with disabilities.

• There will be an American Sign Language interpreter at the Keynote Speech.

• We ask that sessions are kept fragrance free for those with sensitivity to smells and chemicals.

• All buildings have ramps and elevators to help with physical accessibility excluding Hunter Conservatory.

• All-gender restrooms can be found on each floor of Maxey, in the basement of Hunter Conservatory, in the Glover Alston Center, and on the main floor of Prentiss Residence Hall.

• Campus Security can be contacted using the phone number 509-527-5777 or can be found in Technology Services 130.

• Volunteers can be found in Symposium t-shirts and can help with accessibility throughout the day.

The Power and Privilege Symposium is dedicated to making this event as accessible as possible. If you have concerns about accommodations and accessibility that aren’t listed here, please e-mail symposium_operation@whitman.edu.
COVID-19 Protocols: Virtual & In-Person Sessions

In light of the COVID-19 pandemic, the P&P Team has created a hybrid model of the symposium with both virtual and in-person components. Please note, the following measures have been put in place to keep session leaders, volunteers, and attendees safe.

- Vaccination or proof of exemption for all participants is required. Room monitors at all venues will be there to verify this requirement.

- In-person P&P sessions will be available to only Whitman community members. Select virtual sessions will be available to non-Whitman attendees to participate via Zoom.

- Masks are required for all participants, there will be room monitors to enforce this requirement within each session. Presenters are allowed to remove masks for their respective presentations.

- Each P&P Session will have a dedicated Main Room and Overflow Room with a livestream available and the capacity limits of each room enforced.

- Due to the evolving state of COVID-19 conditions, in-person sessions are subject to move virtually. Any updates to the schedule will be communicated through the P&P Webpage on Whitman’s website.
Self-Care and Utilizing the Counseling Center:

The Symposium can be an exciting time to teach and learn. It can also be an emotionally challenging time given the topics that will be discussed and questions that may be asked. To fully engage in the symposium, please take care of yourselves before, during, and after. A few options for self-care include but are not limited to:

• Be mindful. Pay attention to what your mind and body are telling you about your stress level.

• Listen to your thoughts and feelings. If you are getting overwhelmed, take action to address it with deep breathing, stepping out, or asking for support from those that you trust.

• Take breaks as you need them during the various sessions.

• Reach out and talk with your social supports both inside and outside of the community.

• Finally, the Counseling Center will be open, and if you want to speak with someone about your emotional experience, please go to 502 Boyer Avenue. Someone will be there to greet you and assist. You can also call the Counseling Center by dialing (509) 527-5195

Drop-in Hours with the Counseling Center: 8 a.m. through 5 p.m. Students can call the main office line at (509) 527-5195 for an appointment and will be provided a zoom link to meet with an available therapist.

The CCEC will be offering virtual office hours throughout the duration of the symposium for general counseling and aid. Please check the P&P Webpage for a zoom link:

https://www.whitman.edu/campus-life/student-activities/aswc-power-and-privilege-symposium
WAYS OF ENGAGEMENT

• **Actively participate.** Engagement is essential for critical conversations, increased understanding of each other’s identities, and movement towards change.

• **Commit to change.** This day should influence how you approach social issues throughout the rest of your life. When you commit to try and fix an issue, you motivate others to join you in the process of sustained change. If opting to stay neutral is easy for you, it is essential to remember that some may not have the sheer choice of opting out. This day is only one installment in a larger movement to make Whitman a more inclusive space.

• **Stay the course.** Don’t be deterred when it comes to having hard conversations. Often times people are scared of and turn away from these conversations because they fear they might look ignorant.

• **Remember that we are in a learning environment.** If you do not understand other people’s positions of oppression because you are not in them yourself, continue to ask questions, share, and listen.

• **Treat each other with dignity and respect.** Respect the opinions of others even if you do not agree or understand their perspectives. Likewise, there is no acceptance of hate speech, discriminatory speech or any forms of degradation.

BEST PRACTICES FOR ENGAGEMENT

Utilize “I” statements when responding.
Listen attentively and respectfully. Suspend Judgment.
Pay attention to what surprises you and what confuses you.
Try to practice the ‘both/and’ approach rather than ‘either/or’.
Accept and reject as needed but be able to articulate the why.
Take the learning, not the experiences. Practice confidentiality.
Question the idea, do not criticize the people.
We are all responsible for the learning.
In this session we will move through some mindfulness practices to root and uplift us. This session is an opportunity to explore the power of your voice, and the power of creativity as a portal for changemaking (from the inside out). Our time together will involve music, movement, breathwork, freewriting, and sweet moments to decompress/express. Come as you are, all are welcome. **Guest Speaker:** Aisha Fukushima

**Sports Empowering Diversity and Inclusion: Process vs. Progress in College Athletics**

*Reid Ballroom A | Overflow Room: Reid G02*

If unfair bias and discrimination is something you’ve faced in your life, you are going to look for athletic opportunities in places where these judgments are less prevalent. You’ll pay close attention to how prospective schools respond to social justice/human rights issues, and the reforms they implement to advance equality. Athletic departments that fail to recognize the importance of these issues suffer great losses of talent and reputability in the future. Listen to student-athlete voices and their call to actions as they engage in a more genuine approach to diversity and inclusion within college athletics—which begins in the Whitman Athletics Department. **Session Leader:** Angel Le

**Beyond the “Iron Wall”: Palestine and Three-Dimensional Occupation in the 21st Century**

*Science 100 | Overflow Room: Science 159*

The uneven distribution of resources in Israel/Palestine during the COVID-19 pandemic has underscored the continued injustice of occupation. This presentation concerns walls, both physical and ideological, in the context of the ongoing Palestinian struggle. **Session Leaders:** Vlad Voinich, Allison Cohen and Feras Natsheh
Debating Beyond the Bare Minimum

*Maxey Auditorium | Overflow Room: Maxey 207*

Join the Whitman Debate Team as they present on a topic that dives deep into current issues of justice, activism, and accountability. The debate will be followed by a question and discussion period in which audience members take part in furthering the conversation and voting to determine a winning side. This debate will be limited-prep, and the topic will be posted 24 hours before the round. **Session Leaders:** Heidi Adolphsen, Kasey Moulton, Grace Canny, Kyle Mathy, Alexa Grechinskin

Whose Walla Walla? How Local Community Leaders Are Addressing Access, Equity, and Education

*Reid Ballroom A | Overflow Room: Reid G02*

This panel brings together representatives from Walla Walla Public Schools and various local non-profit organizations working toward the goals of access and equity in Walla Walla, with particular attention to how these issues intersect with education. Panelists include Becky Turner, Executive Director of The STAR Project; Ursula Volwiler, Director of Community Engagement for Community Resilience Initiative; Norma Hernández, Executive Director of The Health Center; and Dr. Julie Perrón, Director of Equity and Dual Programs for WWPS. **Session Leaders:** Kaitlyn Patia, Sophia Gregoire, Odin McDermott, Kaitlynne Jensen

Inspiration Porn

*Olin Auditorium (138) | Overflow Room: Olin 233*

Kate Moe will discuss the language used to describe people with disabilities and the implications around that. When able-bodied individuals act or speak on behalf of disabled individuals, they often describe them as “inspiring” or “a good job.” In this talk, we reframe that ideology and turn it into a question of what are people with disabilities doing that is called inspiring besides being alive? **Session Leader:** Kate Moe

Beyond the Buzzword? Social Justice at Whitman

*Olin 129 | Overflow Room: Olin 201*

What does or should social justice look like? How might we critically engage this powerful but often ill-defined term, and better bring about meaningful social transformation in collaboration with others? Join us for a Q&A and brainstorming session on the meaning and future of social justice work at Whitman and beyond. Faculty from different departments will present their current thinking on potential curricular and co-curricular support models and invite audience members to share their own ideas. **Session Leaders:** Nicole Simek, Shampa Biswas, Susanne Beechey, Zahi Zalloua, Camilo Lund-Montaño, Erin Pahlke, Matthew Bost, Xiaobo Yuan

The War on Abortion: Legislating and Incarcerating Bodies

*Science 100 | Overflow Room: Science 159*

From the Comstock Act to Burwell v. Hobby Lobby—legislation surrounding reproductive rights has fostered a new carceral system which serves to control women’s bodily autonomy. Join us for an exciting workshop which seeks to define & dismantle oppressive anti-choice power structures, while helping you build your activist toolkit. **Session Leader:** Bex Heimbrock
Voicing Religious and Spiritual Identity: A Conversation with the Whitman Interfaith Council
*Virtual Session* | *View Room:* Maxey Auditorium

While Whitman strives to be an inclusive and welcoming community, students of religious and spiritual identities sometimes feel left out of the conversation. This session will feature a conversation about recognition and belonging with Whitman’s newly formed student Interfaith Council. **Session Leaders:** Merry Cockroft, Adam Kirtley, Sueli Gwiazdowski, Aliza Eaton, Allegria Iteka, Mohammad Franko Omair, Kate Stoops, Myan Sudharsanan, Hannah Cuvin, Morgan Sherwood, and Jeffrey Wu.

Social Movements, Entrepreneurship & Mental Health in BIPOC Communities
*Virtual Session* | *View Room:* Reid Ballroom

Our session will discuss the minimal financial support allocated to BIPOC small business owners. We will also dive into the psychological toll created by the difficulties faced by BIPOC’s starting and running a business. **Session Leaders:** Borniface Kabongo, Charles Awounor, Darius Northern, and Edgar Tarimo.

Weight of Perception
*Olin Auditorium (138) | Overflow Room:* Olin 233

Learn about the effects and influences of gender perception, both internally and externally. No prior knowledge on gender and pronouns needed! **Session Leaders:** Charlotte Nicholson & Zac Masters

Whitman and Other Landlords: Who owns the land and how is it used?
*Olin 129 | Overflow Room:* Olin 201

Whitman College is one of the largest landowners in Walla Walla County. 47% of lands in the continental West are controlled by the federal government. And Bill and Melinda Gates own more farmland than the acreage of New York State. In this hybrid discussion/presentation seminar, we will explore why land is owned, how powerful groups use land, and what the alternatives may be. **Session Leader:** Jaden McGinty
Mutismo Involuntario
Maxey Auditorium | Overflow Room: Maxey 207

Náhuat, the language spoken by the Pipil People, is in danger. Since the Spanish colony, its native speakers have been decreasing exponentially. Only 1 in every 21,600 Salvadorans can speak it. However, its influence in the development of Salvadoran society has been tremendous. In this workshop, we'll try to provide an immersive overview of the experience of the Nahua-hablantes in El Salvador in the 21st Century. **Session Leader:** Brandon Martínez Serrano

Social & Financial Barriers for First Generation/Working Class Students
Reid Ballroom A | Overflow Room: Reid G02

FG/WC students will discuss feelings of alienation, intimidation and exclusiveness while being at Whitman College. During this session, we want to share our experiences to empower FG/WC students and educate others about the difficulties we face while being in spaces not made for us. **Session Leaders:** Tatiana Villegas, Eboni Haynes, Elio Van Gorden, Eleshaday Abraha, Elle Palmer, Aziz Sahbazovic

Forgotten Felons: Norms of Exclusion in Diversity, Inclusion, & Equity
Virtual Session | View Room: Olin 138

Felons, especially those that are formally incarcerated, face significant barriers in American society from slavery while incarcerated to housing and job discrimination when they are released from prison or probation. Criminal background is rarely, if ever, included in conversations about diversity, inclusion, and equity, even at institutions, such as Whitman, that work to support the rights and needs of incarcerated populations. In this session, we'll discuss the intersectional oppression many formerly incarcerated folks face. **Session Leaders:** Lauran Schaefer, Andrew Peterson, Nicole Brown, July Treviño

Gender, Caste, & Social Seclusion in India
Olin 129 | Overflow Room: Olin 201

Despite massive strides towards modernization and economic growth, in India, there is still a strong nexus between who you are, who you know, and what you do. In this talk, I share my research about two aspects of this nexus. First, I discuss occupational segregation in India’s female workforce specifically as it relates to caste. Second, I show, using social network data, how women tend to have fewer social connections and be less central on social and economic networks. **Session Leader:** Sai Madhurika Mamunuru
Thursday February 24, 2022: Power & Privilege Symposium Day

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Note: Once each main room has reached capacity, attendees will be instructed to go to the set overflow room for sessions.
## Power & Privilege Symposium Day

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A Special Thank You To:

Associated Students of Whitman College

Gotham Artists

Provost & Dean of Faculty

The Dean of Students Office

The Intercultural Center & Division of Diversity & Inclusion

The President’s Office

The Student Activities Office

Whitman Alumni Relations Office

Whitman Communications Office

Whitman Conferences & Events

Whitman Events Board

Whitman Instructional Media Services

Whitman Campus Security