



**BLACK FACULTY AND STAFF ASSOCIATION**

THE UNIVERSITY OF UTAH

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**2018 State of Utah**  
**Black Affairs Summit**

*Presence, Power, and Persistence*

**Saturday, April 7, 2018**  
**9:00am – 4:00pm**  
**Spencer Fox Eccles Business Building**



THE UNIVERSITY OF UTAH

**BLACK FACULTY AND  
STAFF ASSOCIATION**

I am honored and delighted to welcome you to the 2<sup>nd</sup> Annual State of Utah Black Affairs Summit in Salt Lake City, Utah! Our Summit is rich and varied with a phenomenal keynote, 12 breakout sessions, lunch, giveaways, prizes, and more! This Summit will provide numerous opportunities for informal networking and collaboration.

As Chair of the Black Affairs Summit, I know that its success ultimately depends on planning and support. Special thanks go out to our sponsors who proactively support Africans and African-Americans both within their establishments and across the state of Utah.

*Welcome to the 2018 State of Utah Black Affairs Summit!*



**Teshia B. Griswold, M.Ed.**

Chair, Black Faculty and Staff Association  
Chair, 2018 State of Black Affairs Summit  
*University of Utah*

## **KEYNOTE SPEAKER**



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*Emma Houston*

**About Emma Houston:**

Emma E. Houston was appointed as the Director of Diversity & Inclusion by Mayor Ben McAdams in 2016. Before that, Emma was the Assistant Program Manager for Aging and Adult Services and started her county career in 2002. She was the first to bring national accreditation status to a senior center in the state of Utah that later became team lead in 2013 to ensure all 16 senior centers received national accreditation status. She is an advocate for diversity, leadership, high performance, creativity and innovation. Emma has an understanding of the process of organizational transformation and has facilitated conversations for local organizations and community groups in SLC. Her presentations have provided knowledge on how to create culturally compatible and inclusive working environments.

Emma is responsible for defining, encouraging and fostering a work culture that values diversity of talent, ideas, values and backgrounds across all parts of county government. She works closely with senior executives to promote and implement focused diversity strategies throughout the organization. Emma has been certified through Innovations International, Incorporated, as the Diversity, Inclusion and Equity trainer for Salt Lake County Government.

A longtime community volunteer and advocate, Emma is the former chairwoman of the Governor's Office of Ethnic Affairs, executive secretary for the YWCA Utah, The Children's Justice Center, Utah Aging Alliance Board, and the Senior Centers and Nutrition Sites Board. She currently serves on the Reverend France A. Davis Scholarship Board, The Utah State MLK Commission, The *HistoryMakers* Regional Board and is the president of Alpha Kappa Alpha Sorority, Incorporated, Upsilon Beta Omega Chapter. Emma has strong affiliations with The Huntsman Cancer Foundation, The Judge Anne Striba Cancer Foundation and The Susan G. Komen Cancer Foundation Utah Affiliate.

Emma has been presented with the following community awards:

- *Certificate of Recognition*, The *HistoryMakers*
- *Trail Blazer Award*, Senior Charity Hope Foundation
- *Business of the Year Award*, Iota Iota Iota Graduate Chapter of Omega Psi Phi Fraternity Incorporated
- *Spirit of Delta Award*, Delta Sigma Theta Sorority, Incorporated
- *Outstanding Achievement Award Community Service*, YWCA Utah
- *Volunteer of the Year*, Huntsman Cancer Institute

Emma holds a B.A. in Business Management and a MBA in Business Administration, both from the University of Phoenix.

*“The State of Utah Black Affairs Summit introduces new thought leaders in our community, reconnects generations from different eras, and unites our community to discuss critical issues. It forms meaningful connections and shares invaluable knowledge and resources. This event is imperative for everyone in the state of Utah...  
I am my brother’s keeper.”*

***-Emma Houston***

**Breakout Session Presenters**



**Isaac Ewaleifoh, FRM**

Executive Director/Vice President, Product Controllers  
*Goldman Sachs*

Issac earned his bachelor's in chemical engineering from the University of Lagos. He later came to the United States for graduate school where he participated in a program geared towards the application of mathematical methods to the solution of problems in finance at Rutgers University. After landing an internship at Goldman Sachs in Princeton, New Jersey, the firm became his home. Issac ensures that all the financial control and reporting obligations of a global, regulated and public financial institution is met. The team helps measure the profitability of and risks associated with the firm's Investment Banking activities.



### **Alex Quayson-Sackey**

Regional Manager, Procurement Technical Assistance Center  
*Governor's Office of Economic Development*

Alex Quayson-Sackey is very passionate about assisting small businesses to become knowledgeable about the government procurement process as well as helping them to navigate the complicated process. He has been involved with contracting for about 15 years.

The PTAC's mission is to assist all Utah businesses who are seeking to do business in the government contracting marketplace to become successful. Alex supports small businesses in Utah, Wasatch, and Juab Counties and surrounding areas.



**Andy Iheanacho**

President & CEO  
*Integrity Lending, LLC*

Andy Iheanacho has enjoyed a very well-rounded career. He started his career in the private sector as a finance manager for American Stores and Lucky Stores. He was transferred to Salt Lake City, UT in 1994 to help re-structure American Stores. A few years after the relocation to SLC, Andy decided that he was an entrepreneur at heart and has been an entrepreneur in Utah for over 20 years. He is the founder of Integrity Lending, LLC and Co-founder with his wife of Integrity Property Management. Andy brings expertise in Mortgage Banking, Commercial Lending, Accounting, Marketing, and Financial Planning. He is passionate about helping people solve problems and has become a mentor and financial advisor to many in Utah and abroad. His primary focus and service have been to help people finance their dream home.





**Dr. Nicole Robinson, Ph.D.**

Associate Vice President for Equity and Diversity  
*University of Utah*

Dr. Nicole R. Robinson is currently the Associate Vice President for Equity and Diversity and Senior Vice President of Academic Affairs Leadership Fellow at the University of Utah.

Before serving as AVP, Dr. Robinson was the Beverley Taylor Sorenson Presidential Endowed Professor of Elementary Music Education in the School of Music. Before joining the faculty in 2013, she held positions at three research, urban-serving, anchor institutions including Syracuse University, University of Memphis, and Virginia Commonwealth University. Robinson researches issues of access to quality music education for traditionally racialized and marginalized children, socio-cultural inequities in music education practices and programs, and (re)conceptualizing practices to support a critical consciousness for inclusive excellence among music educators.



## **Romeo Jackson**

Master of Education Student  
*University of Utah*

Romeo Jackson is a Black, Queer, Non-Binary Femme, feminist dedicated to intersectional justice and cross movement building. Currently, they study Race, Colonialism, Gender, and Sexuality within a Higher Education Context with an emphasis on the experiences of Queer and Trans Students of Color. Named one of the 100 Black and LGBT-SGL leaders to watch, Romeo is committed to uplifting and empowering queer and trans people of color through a black queer feminist lens. They thank Audre Lorde for keeping them grounded as a whole person in a world committed to tokenizing their identities for agendas not aligned with their politics.



### **James Jackson, III**

Assistant Vice President, Community Development  
*Zions Bank*

James Jackson III has worked in the financial industry for almost 18 years, and is currently the Assistant Vice President of Community Development at Zions Bank. He has also served his community for nearly 10 years by founding the Utah African-American Chamber of Commerce in 2009, and serves on several other boards and committees of nonprofit organizations. Jackson's passion is education, helping people become a better version of themselves.

He is an adjunct personal finance professor at Salt Lake Community College, and also has his own company, J3 Motivation, where he is a professional coach, trainer, teacher, and speaker with the John Maxwell team. His areas of expertise include, but are not limited to leadership, and sales and organizational development. Jackson received his undergraduate degree in marketing and finance from the University of Utah and his MBA from the University of Phoenix.



**Dr. Giavonni Lewis, MD, FACS**

General Surgeon

*University of Utah Health, Department of Surgery*

Dr. Giavonni Lewis is an Assistant Professor of Surgery at the University of Utah Hospital and Clinics. She received her general surgery training at Loyola University Medical Center in Maywood, IL. Her specialties include acute burn care, burn surgery and reconstruction, trauma, and emergency general surgery. Additionally, she has formal training in surgical critical care with an emphasis on trauma. Dr. Lewis completed a fellowship in Burn Surgery at the University of Washington Burn Center in Seattle, and she continued her training in critical care at Washington Hospital Center in Washington, DC.



**Marcus L. Jones**  
Founder  
*Miss Essie's Southern BBQ*

Marcus L. Jones founded Miss Essie's Southern BBQ to bring quality and authentic southern BBQ to every woman and man's back yard BBQ, party, or family get together. Marcus worked at Costco Wholesale for 10 years where he developed warehouse management skills, quality and control, and receiving and handling of merchandise. He has taken these skills and transferred them over to Miss Essie's Southern BBQ. Mr. Jones has retained his Managers Food Safety License and HACCP certifications for USDA and FDA.

Marcus received a bachelor of Sports Medicine from University of Utah and also played on its prestigious football club on a full athletic scholarship. A former Arizonian, Marcus has lived in the great state of Utah for more than 20yrs.



## **Karen Michelle Bayard**

CEO

*Whole Body Laughter*

Karen Bayard is a Comedienne & Facilitator of Fun! She designed and taught the first ever semester-long, for credit, college level Laughter Yoga course in the United States at Salt Lake Community College. Karen has created play shops and fun-infused training programs internationally for Trinity College, Huntsman Cancer Institute, ProBar, University of Utah, Western Governors University & Valley Mental Health. Karen also writes, produces & performs as a stand-up and improv comedian.

As a Certified Laughter Yoga Teacher, Holistic Health Coach and Board Member for the Association of Applied & Therapeutic Humor, Karen is passionate about the use of humor & play as tools for vibrant, inspired and purposeful living.



### **Glory Shekinah Stanton**

Coordinator, African-American Health Taskforce  
*Utah Department of Health, Office of Health Disparities*

Glory S. Stanton, is a recent graduate from the University of Utah, where she earned her B.S. degree in Health Promotion and Education (Provider Health emphasis) and a minor in Sociology. She is currently an intern for the Utah Department of Health in the Office of Health Disparities. As an intern, Glory serves as the coordinator for the African American Health Taskforce, whose primary focus is to address the health disparities of the African American community of Utah through sustainable community collaborations.

Glory is also a student researcher working under the mentorship of Dr. William A. Smith, Ph.D., an associate professor at the University of Utah, in the departments of Ethnic Studies and Education Culture & Society. Her current research focus is to study the biopsychosocial effects that racial battle fatigue has on Black men and women living in predominately White communities. She is currently applying to graduate schools in pursuit of her M.P.H degree, ultimately hoping to obtain her doctorate to become a researcher.



**April Riney, CMHC**  
CEO & Clinical Mental Health Counselor  
*Intuitive Insights Therapy, LLC*

April Riney is a Clinical Mental Health Counselor and owner of Intuitive Insights Therapy, LLC in Clearfield, UT. As a counselor, she emphasizes exploring clients' spirituality as an essential part of therapy. Throughout the history of psychology people's spirituality has been compartmentalized and ignored. However, through her work as a trauma-informed and multi-culturally sensitive therapist, April has discovered that it is through the attention to the whole self and experience, including spirituality, that true work can be done to create acceptance and relieve suffering. April invites clients to explore their spiritual lives (if this is of importance to them) as well as their cognitive psychologies to come to a better understanding of their most genuine self.



# Schedule

8:00am – 9:00am .... **Registration**

9:00am – 9:15am .... **Welcome**

- Steven A. Bell, Ph.D, Co-Chair, BFSA
- Teshia B. Griswold, Chair, Utah Black Affairs Summit

9:15am – 9:25am .... **Utah as the Place to Be/Introduction of Keynote**

- Cameron Williams, DOMO

9:30am – 10:00am .... **KEYNOTE ADDRESS**

10:05am – 10:25am ... **Overview of the Summit/Raffle/Prizes/Tabling/Networking**

10:30am – 11:20am .... **Finance, Investment, and Entrepreneurship**

Breakout Session 1: (Room 1170)

*“A Guide to Capital Markets: Building Black Wealth”*

- Isaac Ewaleifoh, Goldman Sachs

Breakout Session 2: (Room 130)

*“Government Contract Opportunities Available to Minority-Owned Businesses”*

- Alex Quayson-Sackey, Procurement Technical Assistance Center (PTAC)

Breakout Session 3: (Room 1180)

*“Black Entrepreneurship in Utah: Where there is a need, there is a need for a business”*

- Andy Iheanacho, CEO, Integrity Lending, LLC

11:30am – 12:20pm .... **Secondary and Higher Education**

Breakout Session 1: (Room 1170)

*“Understanding the K-12 to Higher Education Pipeline”*

- Nicole Robinson, Ph.D., University of Utah

Breakout Session 2: (Room 130)

*“Black Student Experiences in the Utah Education System”*

- Student Panel

Breakout Session 3: (Room 1180)

*“A Seat at the Table: Claiming Space and Imposter Syndrome”*

- Romeo Jackson, University of Utah

12:30pm – 1:30pm .... Lunch/Networking

1:40pm – 2:30pm .... **Leadership in the Black Community**

**Breakout Session 1: (Room 1170)**

*“Increasing Our Influence”*

- James Jackson, III, Zions Bank

**Breakout Session 2: (Room 1180)**

*“Exploring Leadership as an African-American Surgeon”*

- Dr. Giavonni Lewis, MD, FACS, University of Utah Health

**Breakout Session 3: (Room 130)**

*“From Great 2 Mediocre 2 Great: How Life Experiences Prepare You to Focus and Persevere”*

- Marcus Jones, CEO, Miss Essie’s BBQ

2:40pm – 3:30pm .... **Health and Wellness**

**Breakout Session 1: (Room 1170)**

*“PLAY As a Tool For Success & Thriving in Trying Times”*

- Karen Michelle Bayard, Whole Body Laughter

**Breakout Session 2: (Room 1180)**

*“Reclaiming My Time: The Plight of Health & Wellness for Black Utah”*

- Glory Stanton, Utah Department of Health

**Breakout Session 3: (Room 130)**

*“Using Self-Care to Counteract Stress Caused by Micoaggressions”*

- April Riney, CMHC, Intuitive Insights Therapy, LLC

3:40pm – 4:00pm .... **Closing Remarks/Raffle/Prizes**

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Willard Marriott Library



THE UNIVERSITY OF UTAH  
COLLEGE OF FINE ARTS



*Darrel & Ann Butt*



THE UNIVERSITY OF UTAH  
COLLEGE OF  
MINES & EARTH SCIENCES

MORE HEALTH.  
LESS MEDICINE.



COLLEGE OF HEALTH



The Office of Health Equity and Inclusion