

Curriculum Vitae  
**Kira Hudson Banks, Ph.D.**

Saint Louis University  
Department of Psychology  
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**Education**

***University of Michigan***, Ann Arbor, MI: Doctoral Degree Program in Clinical Psychology,  
June 2004.

Dissertation Title: "Racial Identity and the Association Between Racial Discrimination  
and Depressive Symptoms."

***University of Michigan***, Ann Arbor, MI: Masters of Arts in Clinical Psychology, May 2002.

Thesis Title: "An Examination of the African American Experience of Everyday  
Discrimination and Psychological Distress."

***Mount Holyoke College***, South Hadley, MA: Bachelor of Arts, Magna Cum Laude, May, 2000.

Honors Thesis Title: "The Experience of Black Women in Higher Education at a  
Historically Black and Predominantly White Institution."

**Professional Positions**

Associate Professor, Department of Psychology (clinical area), Saint Louis University, July  
2016-present.

Assistant Professor, Department of Psychology (clinical area), Saint Louis University, January  
2012- June 2016.

Associate Professor, Department of Psychology, Illinois Wesleyan University, August 2010-  
December 2011.

Assistant Professor, Department of Psychology, Illinois Wesleyan University, August 2004-  
August 2010.

**Professional Affiliations**

***American Psychological Association***

*Division 2, 35, 45*

***Association Psychological Science***

***Association of Black Psychologists***

***Missouri Psychological Association***

**Selected Academic and Professional Honors and Awards**

***Charles and Shirley Thomas Award*** (significant contributions to the education and training of  
students of color as well as presence within ethnic minority communities),

*APA Division 45, 2015*

***Robert A. Johnston, S.J. Award for Excellence in Undergraduate Teaching in the Social  
Sciences***, Saint Louis University, 2015

***Faculty Research Leave***, Saint Louis University, 2013

***Faculty for the 21<sup>st</sup> Century***, Project Kaleidoscope, 2007

***Junior Faculty Leave***, Illinois Wesleyan University, 2007

***Athena Award***, McLean County Chamber of Commerce, 2006

***20 Community Leaders Under 40***, Pantagraph, 2006

***Nelson Mandela Award***, Illinois Wesleyan University Student Senate, 2006

***Ford Foundation Pre-Doctoral Fellowship***, September 2001- August 2004

**Phi Beta Kappa**, 2000

**Rotary International**, Cultural Ambassadorial Scholar (West African District) 2000

### Currently Funded Grants

The Saint Louis University Urban Underserved MD/MPH Program and Medical Curriculum.

Type: Training Grant Agency: HRSA

Role: Curriculum Consultant Period: 2012-2015

The purpose of the grant is to create an MD/MPH program for medical students as well assist with the development of medical school curriculum. \$1,500,000

### Previously Funded Grants

**Office of Charter School Sponsorship**, Anti-bias efforts within City Garden Montessori (\$3,000), 2012

**Teagle High Impact Pedagogical Practices, Pilot Grant** (\$500) 2010

**Artistic and Scholarly Development Grant, Illinois Wesleyan University** (\$5,500) 2010

**Artistic and Scholarly Development Grant, Illinois Wesleyan University** (\$3,053) 2008

**National Science Foundation, Dissemination Grant, Gaining Options Girls Investigate Real Life Urban Partnerships** (\$10,000) 2006

**Artistic and Scholarly Development Grant, Illinois Wesleyan University** (\$2,666) 2006

**Artistic and Scholarly Development Grant, Illinois Wesleyan University** (\$2,666) 2005

**Curriculum Development Grant, Illinois Wesleyan University** (\$2,000) 2004

**Psychology Department Thesis/Dissertation Grant**, (\$2,500) 2003

**Weed Ford-Mellon Research Award**, (\$2,500) 1998

### Peer-Reviewed Articles (\*denotes graduate student, \*\*denotes undergraduate)

Neblett, E. W. Jr., Bernard, D., **Banks, K. H.**, (in press). The Moderating Roles of Gender and Socioeconomic Status in the Association Between Racial Discrimination and Psychological Adjustment. *Cognitive and Behavioral Practice*

Furtado, K., **Banks, K. H.**, (accepted). A Research Agenda for Racial Equity: Applications of the Ferguson Commission Report to Public Health. *American Journal of Public Health*.

**Banks, K. H.**, Maixner, A. (revise and resubmit). Social Justice and Montessori. *Journal of Montessori*.

Cooper, S.M., Smalls-Glover, C., Neblett, E.W. Jr., **Banks, K.H.** (2015). Racial Socialization Practices among African American Fathers: A Profile Approach. *Psychology of Men and Masculinity*, 16(1), 11-22. doi: 10.1037/a0035654

**Banks, K.H.** (2014). 'Perceived' discrimination as an example of color-blind racial ideology's influence on psychology. [Peer commentary on "Color-blind racial ideology: Theory, training, and measurement implications in psychology." by H. A. Neville, et al.]. *American Psychologist*. <http://dx.doi.org/10.1037/a0035734>

**Banks, K. H.**, Murray, T.\*, Brown, N., & Hammond, W. P. (2014). The Impact of Feminist Attitudes on the Relation between Racial Awareness and Racial Identity. *Sex Roles*. doi: 10.1007/s11199-014-0350-3

Neblett, E.W. Jr., **Banks, K.H.**, Cooper, S.M., & Smalls-Glover, C. (2013). Racial identity mediates the association between ethnic-racial socialization and depressive symptoms. *Cultural Diversity & Ethnic Minority Psychology*, 19(2), 200-207. doi: 10.1037/a0032205

Brown, N. & **Banks, K. H.** (2013). Black Women's Agenda Setting in the Maryland State Legislature. *Journal of African American Studies*, published online June 23. doi: 10.1007/s12111-013-9260-7

- Burke, M., **Banks, K. H.** (2012). Sociology By Any Other Name: Teaching the Sociological Perspective in Campus Diversity Programs. *Teaching Sociology, 40*(1), 21-33.
- Banks, K. H.** (2010). A Qualitative Investigation of Mentor Experiences in a Service-Learning Course. *Educational Horizons, 89*(1), 68-79.
- Banks, K. H.** (2010). African American College Students' Experience of Racial Discrimination and the Role of College Hassles. *Journal of College Student Development, 51*(1), 23-34.
- Banks, K. H.** (2009). A Qualitative Investigation of White Students' Perception of Diversity. *Journal of Diversity in Higher Education, 2*(3), 149-155.
- Banks, K. H.,** Kohn-Wood, L., Singleton, J.\*\* (2008). The influence of hope on the relationship between racial discrimination and depressive symptoms. *Journal of Multicultural Counseling and Development, 36*(4), 231-244.
- Banks, K. H.,** Kohn-Wood, L. (2007). The Influence of Racial Identity Profiles on the Relationship Between Racial Discrimination and Depressive Symptoms. *Journal of Black Psychology, 33*(3), 331-354.
- Chang, E. C., & **Banks, K. H.** (2007). The color and texture of hope: Some preliminary findings and implications for how theory and counseling among diverse ethnic groups. *Cultural Diversity and Ethnic Minority Psychology, 13*(2), 94-103.
- Banks, K. H.,** Kohn-Wood, L., Spencer, M. (2006). An examination of the African American experience of everyday discrimination and psychological distress. *Community Mental Health Journal, 42*(6), 555-570.
- Hammond, W. P., **Banks, K. H.,** Mattis, J. S. (2006). Correlates of African American Men's Willingness to Forgive Racially Discriminatory Transgressions. *Sex Roles, 55*(9-10), 679-692 .
- Chang, E. C., Watkins, A. F., & **Banks, K. H.** (2004) How adaptive and maladaptive perfectionism relate to positive and negative psychological functioning: Testing a stress-mediation model in Black and White female college students. *Journal of Counseling Psychology, 51*(1), 93-102.
- Kohn, L. P., & **Hudson, K. M.** (2002). Gender, ethnicity and depression: Intersectionality in mental health research with African American women. *African American Research Perspectives, 8*(1), 174-200.

### **Book Chapters**

- Banks, K. H.** Thompson, V. L. S. (2016). Psychic Pain: Residents, Protestors, Police, and Community. In K. J. Norwood (Ed.) *Ferguson's Fault Lines: The Race Quake that Rocked a Nation*. Chicago: American Bar Association.
- Harvey, R., Tennial, R.\*, **Banks, K. H.** (2013). A New Way Forward: The Development and Preliminary Validation of Two Colorism Scales. In K. J. Norwood (Ed.) *Color Matters: Skin Tone Bias & Myth of a Post Racial America*. New York, NY: Routledge.
- Alcantára, C., **Banks, K. H.,** Haynes, T., Graham, E. T., Winborne, K., & Kohn-Wood, L. P. (2008). Diversity Issues in Clinical Psychology. In D. C. S. Richard & S. K. Huprich (Eds.), *Clinical Psychology: Assessment, Treatment, and Research*.
- Reid, P.T., Cooper, S. M., & **Banks, K. H.** (2008). Girl to woman: Theories, research, and issues. In F. Denmark & M. Paludi (Eds.), *Handbook of Psychology of Women*.

### **Other Publications**

- Banks, K. H., Harvey, R. (2013 online). Race. *Oxford Bibliographies in Psychology*. D. S. Dunn (Ed.). New York: Oxford University Press. doi: 10.1093/OBO/9780199828340-0137

Banks, K. H. (2013). Reflections on the “what” and “why” of Race as a Construct. *PsycCRITIQUES*, 58(15).

### **Manuscripts Submitted or Under Review Revision**

Lee, D.B., Gaskin, A.L., Jones, S.C.T., Harrell, S.P. **Banks, K.H.**, Sellers, R.M., & Neblett, E.W. Jr. (invited for revision). Factor Structure of the Daily Life Experience Scale. Manuscript submitted for publication.

### **Teaching Experience**

*Assistant Professor*, Saint Louis University, Undergraduate Course, Abnormal Psychology, Fall 2015- present.

*Assistant Professor*, Saint Louis University, Undergraduate Seminar, Special Topics 300-level seminar, Engaging Diversity in Applied Settings, Fall 2015- present.

*Assistant Professor*, Saint Louis University, Graduate Seminar, Human Diversity, Spring 2012-present.

*Assistant Professor*, Saint Louis University, Clinical Vertical Supervision Team, Spring 2012-present.

*Assistant Professor*, Saint Louis University, Undergraduate Seminar, Human Services Practicum, Fall 2012.

*Associate Professor*, Illinois Wesleyan University, First Year Gateway Colloquium: Understanding Race, Fall 2004-Fall 2011

*Associate Professor*, Illinois Wesleyan University, Abnormal Psychology, Fall 2004- Fall 2011

*Associate Professor*, Illinois Wesleyan University, Psychology of Racism, Spring 2005-Fall 2011

*Assistant Professor*, Illinois Wesleyan University, Psychology Senior Thesis Seminar Fall 2005-Spring 2006

*Assistant Professor*, Illinois Wesleyan University, Middle School Girls and Social Science, Spring 2006, May Term 2008

*Assistant Professor*, Illinois Wesleyan University, Insanity and Humanity: Depictions of Mental Illness in Popular Media Spring 2005

*Mentor/Facilitator*, University of Michigan, Using Math Girls Investigate Real Life (UM-GIRL) Summer 2002.

*Teaching Assistant*, Mount Holyoke College, Psychology of Racism, Fall 1999.

*Teaching Assistant*, Madison County Urban League, US Department of Education 21<sup>st</sup> Century Community Learning Centers Grant, Summer 1999.

*Mentor/Facilitator*, Emory Medical School, Summer Science Discovery Camp, Summer 1998.

*Instructor/Facilitator*, Mount Holyoke College, Carnegie Corporation Grant: Improving Interethnic Relations Among Youth, Spring 1997-Spring 1998.

### **Presentations**

Maixner, R.A.,\* **Banks, K.H.**, Hughes, H., Harvey, R. (August, 2015). The Racial Socialization Process of White Children. Poster presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Musa, I.M.\* & **Banks, K.H.** (August, 2015). Discrimination and mental health symptoms in Muslims: Examining Muslim identity as a moderator. Poster presented at the annual meeting of the American Psychological Association, Toronto, Canada.

**Banks, K. H.**, Harvey, R., Thelemaque, T.\*, Anukem, O.\* (July, 2015). The Impact of Colorism on Mental Health, Paper presented at the Association of Black Psychologists annual Conference, Las Vegas, NV.

- Banks, K. H.,** Anyiwo, N., Moore, C., Robinson, M., Williams, R. Warrior Healers of Ferguson: Community Healing in the Midst of Crisis. (July, 2015). Continuing Education Workshop presented at the Association of Black Psychologists annual Conference, Las Vegas, NV.
- Musa, I.,\* Anumken, O.,\* **Banks, K. H.,** Harvey, R. (May 2015). Public Regard of Muslims Impacts Muslim Identity and Depressive Symptoms. Poster presented at Association of Psychological Science annual convention, New York, NY.
- Banks, K.H.** (June, 2014). Racial identity as a moderator of self-esteem and positive and negative affect. Paper presented at Division 45 of the American Psychological Association biennial conference, Eugene, OR.
- Wilkerson, R. A.\*, **Banks, K.H.,** Harvey, R., Tennial, R. (June, 2014) The relationship between colorblind racial attitudes and colorism. Poster presented at the Society for Psychological Study of Social Issues biennial conference, Portland, OR.
- Tennial, R.\*, Harvey, R., **Banks, K.H.** (February, 2014). Colorism: Development and preliminary validation of a measure of skin tone perception. Poster presented at the Society for Personality and Social Psychology annual conference, Austin, TX.
- Banks, K. H.,** Wilkerson, R. A.\*, Huck, C. (August, 2013). Integrating an Anti-Bias Framework in a Racially and Socioeconomically Diverse Urban School. Poster presented at the 2013 annual meeting of the American Psychological Association, Honolulu, HI.
- Banks, K.H.,** Burke, M.A. (May, 2012). Teaching inequality with an interdisciplinary lens. Poster presented at the 2012 annual meeting of the Association of Psychological Science, Chicago, IL.
- Banks, K. H.,** Burke, M. A. (March, 2011) *A Pre-Orientation Program to Support White Students in Engaging Diversity*. Promising Practice Workshop presented at the American College Personnel Association annual conference, Baltimore, MD.
- Banks, K. H.,** Burke, M. A. (October, 2010) *Evaluating a Pre-Orientation Program to Engage White Students in Campus Diversity*. Paper presented at the Diversity Challenge Conference at Boston College, Institute for the Study and Promotion of Race and Culture.
- Banks, K. H.** (April, 2009) *GO-GIRL Program and Mentoring Implications at Illinois Wesleyan University*. Paper presented at the American Education Research Association Annual Conference, San Diego, CA.
- Banks, K. H.,** (August, 2008) *White Students' Perceptions of Diversity and Their Role in its Success*. Poster Presented at the annual meeting of the American Psychological Association Annual Conference, Boston, MA.
- Davis-Kahl, S., **Banks, K. H.** (June, 2007) *Analyzing the Dynamics of Race with Information and Virtual Literacy*. Poster presented virtually at the American Library Association Annual Conference, Washington, D.C.
- Banks, K. H.** (March, 2006) *The Influence of Hope on the Relationship Between Racial Discrimination and Depressive Symptoms*. Paper presented at the Society for Research on Adolescence Biannual Conference, San Francisco, CA.
- Banks, K. H.,** Moorman, A. S. (January, 2006) *Adjustment, service utilization, and experience of first year and transfer students at Illinois Wesleyan University*. Poster presented at the National Association of Student Personnel Administrators Annual Conference, Los Angeles, CA.
- Chen, C., Kohn-Wood, L., **Banks, K. H.** (February, 2005) *Social Support as a Predictor of Help Seeking*. Poster presented at the 2<sup>nd</sup> Annual Emerging Adulthood Conference, Miami, FL.
- Banks, K. H.** (July 2004) *Racial Identity and the Association Between Racial Discrimination and Depressive Symptoms*. Paper presented at the Black Graduate Conference for Psychology, University of Michigan, Ann Arbor, MI.
- Baez, T., **Banks, K. H.** (February 2004) *Mentoring Across Cultural Differences: Supervision*

- Strategies in the Multicultural Triad*. Workshop presented at the annual meeting of the Big Ten Counseling Centers, Purdue University, Lafayette, IN.
- Banks, K. H.**, & Kohn-Wood, L. P. (August 2003) *The Influence of Everyday Discrimination and Hope on African American College Students*. Paper Presented at the annual meeting of the American Psychological Association Annual Conference, Toronto, Canada.
- Kohn-Wood, L., & **Banks, K.H.**, Hudson, G. (June 2003) *Diversity and Understanding Distress*. Paper Presented at biennial meeting of the Society for Community Research and Action, LasVegas, NM.
- Banks, K. H.**, & Chang, E. C. (May 2003) *The Color and Texture of Hope: Preliminary Findings and Implications for Hope Theory and Counseling Among Diverse Groups*. Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.
- Hudson, G., **Banks, K. H.**, Kohn-Wood, L. P., & Graham-Bermann, S. (April 2003) *Racial Socialization Among Parents of Pre-schoolers*. Poster presented at the biennial meeting of the Society for Research on Child Development, Tampa, FL.
- Banks, K. H.** *An Examination of the African American Experience of Everyday Discrimination and Psychological Distress*. (August 2002) Paper presented at the annual meeting of the Association of Black Psychologists Annual Conference, San Diego, CA.
- Hudson, K. M.** *Black Women in Higher Education*. (August 2001) Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.

#### **Invited Talks/Lectures/Panels/Facilitation**

- Banks, K. H.** (April, 2015). Impact of Colorism on Mental Health. Invited talk for Clinical Science Seminar at Washington University.
- Banks, K. H.** (March, 2015). Unconscious Bias: Understanding What we Don't Know. Invited panel presenter for Policing Race and Mind: Ferguson and Beyond sponsored by the Philosophy-Neuroscience-Psychology Program at Washington University.
- Banks, K. H.** (November, 2013). Teacher Response to Diversity and Inclusion Training. Invited presentation of research findings to the leadership team at St. Louis Language Immersion School.
- Banks, K. H.** (November, 2012). Fostering community conversations across the racial divide. Invited speaker for the greater St. Louis Community Health Speaker Series.
- Banks, K. H.** (April, 2012). Diversity and child development. Presentation to parents, head of school, and admissions staff at Community School, a St. Louis area school.
- Banks, K. H.**, Burke, M. A. (September, 2010) Engaging Diversity: A Pre-Orientation Program. Invited to present results from pre-orientation program to the campus community.
- Banks, K. H.** (March, 2010) Diversity Means.... Invited to present paper and facilitate conversation at the White Privilege Conference at Augustana College,
- Banks, K. H.** (July, 2008, April 2008). Examining Race and its Place in the Classroom. Invited to present to and facilitate a discussion with teachers involved in Professional Development Academy.
- Narum, J., Wall, N. Gentile, J., **Banks, K. H.**, Ekey, B., Halsell, S., Haushalter, K., Kirchhoff, M., Levandowski, M., McCormack, L. (June, 2008). The Early Career Faculty Experience. Invited to facilitate discussions on how to prepare early-career and future STEM faculty to be successful and how to align training with hiring institutions' expectations.
- Banks, K. H.**, Moorman, A. M. (February 2006). Adjustment, service utilization, and experience of first year and transfer students at Illinois Wesleyan University. Invited to present research findings to Illinois Wesleyan University's Board of Trustees.

- Banks, K. H.** (September 2005). The Intersection of Mental Health, Racial Identity and Discrimination. Invited to give a talk to the Department of Psychology and wider campus community, Davidson College, Davidson, NC.
- Banks, K. H.** (February 2005). Discrimination, Racial Identity and Depressive Symptoms in African American College Students. Invited give a talk to the Department of Psychology at University of Kwazulu-Natal, South Africa.
- Banks, K. H.** (October 2004). Racial Identity and Bi-racial Children. Invited talk for a Bloomington-Normal community group for Bi-racial Moms, Bloomington, IL.
- Banks, K. H.** (October 2004). Micro-inequities and Everyday Discrimination in the Workplace. Invited lecture for seminar on Women in Business, Illinois Wesleyan University, Bloomington, IL.
- Banks, K. H.** (September 2004). Race and Psychotherapy. Invited lecture for seminar on Counseling and Psychotherapy, Illinois Wesleyan University, Bloomington, IL.
- Banks, K. H.** (September 2004). The Psychology of Race: An Examination of Racial Identity Development, Racial Discrimination and Well-Being. Invited talk for the Division of Natural Science Colloquia Series, Illinois Wesleyan University, Bloomington, IL.
- Kohn-Wood, L., **Banks, K. H.** & Ivey, A. (September 2003). Diversity and Understanding Distress. Invited talk for the Center for Research on Ethnicity, Culture and Health Predoctoral Seminar on Ethnicity, Culture and Health, University of Michigan, Ann Arbor, MI.

#### Department/University Service

*Correspondent Member, Strategic Plan Topical Work Group*, SLU as an Entrepreneur for Social Justice and Responsibility, Spring 2015

*President's Diversity Council, Member*, Saint Louis University, Spring 2012-present

*Diversity and Inclusion Committee, Member*, Saint Louis University, Spring 2012-present

*MLK, Jr. Scholarship Interviewee*, Saint Louis University, Spring 2012-present

*IRB Pre-Reviewer*, Saint Louis University, Spring 2013-present

*University Partner, Action Research Center* Illinois Wesleyan University, Spring 2005-December 2011

*MLK Day Teach In Panel Convener*, Illinois Wesleyan University, January 2010 and 2011.

Convened a panel and provided opening remarks for panel of race and social justice.

*University Diversity Council*, Illinois Wesleyan University, Fall 2009-2011.

*Academic Appeals*, Illinois Wesleyan University, Fall 2008-2010.

*First Year Advisor*, Illinois Wesleyan University, Fall 2008-Spring 2009.

*Honors Day Speaker*, Illinois Wesleyan University, Spring 2008

*Black Student Union Co-Advisor*, Illinois Wesleyan University, Spring 2005- Spring 2010.

*Spelman College Program for Exchange*, Exchange Coordinator, Illinois Wesleyan University, Spring 2005-2011.

*Psychology Club*, faculty advisor, Illinois Wesleyan University, Fall 2004-Spring 2007.

*Fulbright Award*, Interviewer, Illinois Wesleyan University, October 2006

*First Year Advising Conference*, presenter, Illinois Wesleyan University, August 2006

*Phi Beta Kappa Selection Committee*, committee member, Illinois Wesleyan University, Spring 2005, 2006 and 2007

*African Studies Group*, member, Illinois Wesleyan University, Fall 2004-Spring 2005.

*Eating Disorders Team*, member, Illinois Wesleyan University, Fall 2004-Fall 2005.

#### Community/National/International Professional Service

*Member-at-Large, Executive Committee Division 45 of the American Psychological Association*,

*January 2016- present*

**Journal Ad Hoc Reviewer**, *Cultural Diversity and Ethnic Minority Psychology*, 2012- present

**Journal Ad Hoc Reviewer**, *Psychological Bulletin*, 2011

**Journal Ad Hoc Reviewer**, *Community Mental Health Journal*, 2007- present.

Invited to review manuscripts submitted for publication.

**Journal Ad Hoc Reviewer**, *Journal of Social and Clinical Psychology*, 2006-present.

Invited to review manuscripts submitted for publication.

**Invited Reviewer**, *National Academies of Sciences, Ford Foundation Diversity Fellowships*, 2005, 2012, 2015.

**Co-Chair**, *Racial Justice Summit Committee*, McLean County YWCA Centennial Celebration, 2007-2009.

**American Psychological Society Delegate to People to People Ambassadors Program**, 2005,

Invited by Dr. Henry (Roddy) Roediger to be part of national delegation of psychologists aimed to exchange information with South African counterparts on issues of psychology, education and race relations.

**Journal Ad Hoc Reviewer**, *Journal of Personality Assessment*, 2003-2004.

Invited to review manuscripts submitted for publication.

### **Representative Mainstream Media Engagements**

**Harvard Business Review**: How Managers Can Promote Healthy Discussions About Race

<https://hbr.org/2016/01/how-managers-can-promote-healthy-discussions-about-race>

**Talent Management and HR**: Workplace Race Issues Can Be Solved IF We Address Them

[http://www.ereMEDIA.com/tlnt/workplace-race-issues-can-be-solved-if-we-address-them-openly-and-honestly/?utm\\_source=SocialWarfare](http://www.ereMEDIA.com/tlnt/workplace-race-issues-can-be-solved-if-we-address-them-openly-and-honestly/?utm_source=SocialWarfare)

**NBC Today Show**: Commissioned to design, write protocol, and provide commentary for a research study.

**Huffington Post**: An analysis of race in popular discourse

[http://www.huffingtonpost.com/kira-hudson-banks/no-throwing-babies\\_b\\_743152.html](http://www.huffingtonpost.com/kira-hudson-banks/no-throwing-babies_b_743152.html)

**Psychology Today**: A reflection on the importance of diversity in leadership

<http://www.psychologytoday.com/blog/race-matters/201006/diversity-in-leadership>

**St. Louis Beacon**: A discussion of the relevance of ethnic studies

<http://www.stlbeacon.org/content/view/102387/74/>