INEQUALITY
DEFINING OUR TIME?

NOVEMBER 6-7 • MILLERSVILLE UNIVERSITY
BOLGER CONFERENCE CENTER AT GORDINIER HALL

www.millersville.edu/ccerp
#ipcinequality
A Definition of Inequality

Social inequality is a result of uneven distribution of resources within a society. It involves societal boundaries that prevent people from achieving a status that is equal to other members of a society. These boundaries may include differences in class, gender, ethnicity, nationality, or religion. Inequality may also be viewed as a hierarchy or ranking system in which the people on the higher levels of the system enjoy more power, and those on the lower levels possess less power. The study of inequality involves examining the ways in which resources are spread across an entire society, including considerations of the differences between average income and the incomes of the rich and the poor, and how societies redistribute incomes. In general, societies with large inequalities are likely to have higher poverty rates, whereas societies with lower levels of inequality are likely to have lower poverty rates. Thus, inequality and poverty are closely related, and therefore one should be considered in the context of the other. Inequality is detrimental to the values of fairness, social inclusion, and equal opportunity. Serious economic setbacks, increasing unemployment rates and lessening social investment exacerbate social inequality in many societies. **SO NOW WHAT?**


Thoughts on Inequality

Americans have so far put up with inequality because they felt they could change their status. They didn’t mind others being rich, as long as they had a path to move up as well. The American Dream is all about social mobility in a sense—the idea that anyone can make it.

— Fareed Zakaria

A man willing to work, and unable to find work, is perhaps the saddest sight that fortune’s inequality exhibits under this sun.

— Thomas Carlyle

The day they decided that Sneetches are Sneetches. And no kind of Sneetch is the best on the beaches. That day, all the Sneetches forgot about stars and whether They had one, or not, upon thars.

— Dr Seuss

When will our consciences grow so tender that we will act to prevent human misery rather than avenge it?

— Eleanor Roosevelt

Human rights are not only violated by terrorism, repression or assassination, but also by unfair economic structures that create huge inequalities.

— Pope Francis I

When I was poor and I complained about inequality people said I was bitter, now I’m rich and I complain about inequality they say I’m a hypocrite. I’m beginning to think they just don’t want inequality on the agenda.

— Russell Brand
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<td>7:00 p.m.</td>
<td>Screening of “Inequality for All” by Robert Reich</td>
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<td>University Room/ Snacks in Kline; Hosted by Dr. Jill Craven</td>
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<td>8:00-9:30 a.m.</td>
<td>Conference Welcome</td>
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<td>President John Anderson</td>
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<td>Featured Speaker</td>
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<td>Mr. Steve Dubb</td>
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<td>Research Director of the Democracy Collaborative</td>
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<td>Faculty Host: Dr. Victor DeSantis; Lehr Room</td>
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<td>11:00 a.m.-12:15 p.m.</td>
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<td>Video Forward by Mr. Jeremy Rifkin</td>
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<td>Faculty Hosts: Drs. Victor DeSantis, Thomas Neuville, and Nivedita Bagchi; Lehr Room</td>
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<td>1:00-2:15 p.m.</td>
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<td>How to Slide Down the Great Gatsby Curve: Inequality, Life Chances, and Public Policy</td>
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<td>Dr. Miles Corak, University of Ottawa</td>
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<td>Got Food? Solving Food Inequality by Reclaiming Local Food Systems</td>
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<td>Jonathan Darby, Farm Manager for the Horn Farm Center for Agricultural Education</td>
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<td>Affordable Housing Opportunities</td>
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<td>Liz Hersh, Executive Director of PA</td>
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<td>Ray D’Agostino, Director of the Lancaster Housing Opportunity Partnership</td>
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<td>Amber Green, Owner of Woo-Cat Property &amp; Association Management and Township Official</td>
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<td>Dr. Robert Spicer, Assistant Professor of Digital Journalism at MU</td>
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<td>Dave O’Donnell, Development Director of ITEP</td>
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<td>Myth of Meritocracy</td>
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<td>Shannon Lane, Ph.D., Associate Professor/Interim &amp; BSW Program Director at Adelphi University</td>
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<td>Disability in Equality: Within Post-Secondary Education</td>
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<td>Skyped session featuring:</td>
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<td>Bruce Uditsky, M.Ed., Chief Executive Officer of the Alberta Association for Community Living</td>
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<td>Faculty Host: Dr. Thomas Neuville; Lehr Room</td>
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**KEYNOTE SPEAKER**
**DR. ELIJAH ANDERSON**
Faculty Host: Dr. Mary Glazier; Lehr Room

Friday, November 7, 2014

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| 9:00-10:30 a.m. | 4       | **WOMEN’S INEQUALITY: PAY GAPS AND HOBBY LOBBY** | Dr. Carrie Smith, Associate Professor of Sociology at MU  
Dr. Frederika Schmit, Associate Professor, Sociology & Anthropology at MU  
Angela Trout, Lancaster YMCA  
Faculty Host: Dr. Nivedita Bagchi; Lehr Room |
|               |         | **INEQUALITY IN THE CRIMINAL JUSTICE SYSTEM** | Harold Dean Trulear, Ph.D., Associate Professor of Applied Theology and Director of the Doctor of Ministry Programs at Howard University  
Melanie Snyder, Lancaster Re-Entry Management Organization  
Co-Sponsored by The Center for Public Scholarship and Social Change  
Faculty Host: Dr. Mary Glazier; University Room |
| 10:00-11:00 a.m. |         | **BREAK**                                  | Please Enjoy Fair Trade Coffee and Ethnic Small Bites Sponsored by:  
SSBN, RAFIKI TASTE OF AFRICA AND UPOHAR RESTAURANT |
| 11:00 a.m.-12:30 p.m. | 5       | **PANEL DISCUSSION: GLOBAL INEQUALITY OF DISASTER MANAGEMENT** | Dr. Karen Rice  
Dr. Kiersten Bookmiller  
Dr. Duane Hagelgans  
Dr. Sepideh Yalda  
Dr. Marc Felizzi  
Dr. Norma Rivera-Hernandez  
Dr. Robert Bookmiller  
Co-Sponsored by MU Center for Disaster Research and Education; Lehr Room |
|               |         | **RENEWING BUSINESS: USING BUSINESS TO FIGHT INEQUALITY** | Srinup Dasgupta, Owner of Upohar Restaurant  
Jonathan Coleman, Program Director at ASSETS Lancaster  
Katherine McGough, SRIO Analyst at Success Markets International  
Co-Sponsored by the Susquehanna Sustainable Business Network; University Room |
| 12:30–1:45 p.m. |         | **FEATURED SPEAKER**                       | MR. ANDREW SLACK  
Co-Founder of The International Harry Potter Alliance  
“So Now, What Can We Do?”  
Lehr Room |
Mr. Steve Dubb
RESEARCH DIRECTOR

Steve Dubb is Research Director of The Democracy Collaborative and has been with the Collaborative since 2004. In addition to his research and project-based consulting work, Steve directs the staff at the Washington, DC office of the Collaborative and regularly represents the Collaborative at public events and conferences.

At the Collaborative, Steve has written a wide body of work. In 2005, Steve was the lead author of *Building Wealth: The New Asset-Based Approach to Solving Social and Economic Problems*, published by The Aspen Institute. This report also served as the basis for the original Community-Wealth.org website, which has expanded greatly since in its initial launch in May 2005. In 2007, Steve wrote a report on the role of universities in community economic development (*Linking Colleges to Communities: Engaging the University for Community Development*). Since then, Steve has been the author or co-author of reports on many topics, including community wealth building public policy (*Rebuilding America’s Communities*) and the importance of community wealth building in meeting sustainability goals (*Growing a Green Economy for all and Climate Change, Community Stability and the Next 150 Million Americans*). Steve has also co-authored a number of articles on political economy with Democracy Collaborative cofounder Gar Alperovitz and has written extensively on the role of anchor institutions (often known as “eds and meds”) in community wealth building. This includes being a co-author (with Rita Axelroth Hodges) of *The Road Half Traveled: University Engagement at a Crossroads* (published by MSU Press in 2012) and, in 2013, leading the research team that produced *The Anchor Dashboard*, which aims to provide a framework for hospitals and universities to assess and improve their impact in low and moderate-income communities.
Mr. Jeremy Rifkin

“Mr. Rifkin is an economic and social theorist, writer, public speaker, political advisor, and activist. Rifkin is president of the Foundation on Economic Trends and the bestselling author of 19 books about the impact of scientific and technological changes on the economy, the workforce, society, and the environment. Rifkin is the President of the TIR Consulting Group LLC which advises national governments, regions, and municipalities on developing Third Industrial Revolution Master Plans. He is also the founder and chairperson of the Third Industrial Revolution Global CEO Business Round Table, composed of the world’s leading renewable energy companies, construction companies, architectural firms, real estate companies, IT companies, power and utility companies, and transport and logistics companies. Rifkin’s global economic development team is the largest of its kind in the world and is working with cities, regions, and national governments to develop master plans to transition their economies into post-carbon Third Industrial Revolution infrastructures.”

Dr. Miles Corak

Dr. Corak is a professor at the University of Ottawa. He is trained in labor economics, and his work involves issues such as child rights, poverty, immigration, social and economic mobility, unemployment, and social policy. Dr. Corak authors a blog for citizens who are interested and engaged in economics, and it explains how economic concepts can inform public policy.
SESSION 1
Thursday, November 6, 2014 • 1:00-2:15 p.m., University Room
“Campaign Finance”
Faculty Host: Dr. Adam Lawrence

Dr. Robert Spicer
Robert Spicer is Assistant Professor of Digital Journalism at Millersville University. His dissertation, which he defended in June, is titled (Mis)Information wants to be free: A discourse analysis of political deception. His most recent publication is Long-Distance Caring Labor: Fatherhood, Smiles, and Affect in the Marketing of the iPhone 4 and FaceTime in the journal Techne: Research in Philosophy and Technology.

Mr. Dave O’Donnell, IETP
David O’Donnell is currently the Development Director at the Institute on Taxation and Economic Policy (ITEP) and Citizens for Tax Justice (CTJ). CTJ and ITEP work towards achieving a fair tax system for all Americans at both the state and federal level. In his capacity at ITEP and CTJ, Dave is responsible for managing donations, budgeting, and external relations. Prior to joining CTJ and ITEP in 2013, Dave worked with other non-profit think tanks including the Concord Coalition, the American Association of Colleges for Teacher Education, the Leadership Center for the Common Good, the New Democrat Network, and the New Policy Institute. Prior to his non-profit work, Dave worked with political candidates and committees to help establish successful fundraising and grassroots programs in 14 states and the District of Columbia. A native of DuBois, Pa and a proud Millersville Marauder, Dave currently lives in Washington, DC. He sits on the Board of Governors of the National Democratic Club, the Young Professional’s Council of the First Tee of Greater Washington, and is active with the Washington Ireland Program. In his spare time, Dave is an avid golfer and enjoys traveling, cooking and brewing beer.
**SESSION 2**

Thursday, November 6, 2014 • 2:15-3:45 p.m., University Room

“Got Food? Solving Food Inequality by Reclaiming Local Food Systems”
Faculty Hosts: Drs. Nadine Garner and Jason Baker

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**Mr. Jonathan Darby**

John is the Farm Manager for the Horn Farm Center for Agricultural Education, whose mission is to produce new farmers in the region. He also owns and operates Sterling Farm, an organic produce CSA. John is a certified permaculturist, wild food educator, and has been active in the local farming community for the last ten years.

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**SESSION 2**

Thursday, November 6, 2014 • 2:15-3:45 p.m., Lehr Room

“Myth of Meritocracy”
Faculty Host: Dr. Karen Rice

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**Dr. Shannon Lane, Ph.D.**

Dr. Lane is an Associate Professor and Interim BSW Program Director at Adelphi University. She specializes in political social work, social policy, community practice, organizational practice, as well as research in social work, education, gender equity, advocacy, and domestic violence. She has also served on the Advisory Board of the Congressional Research Institute for Social Work and Policy, the National Board of the Nancy A. Humphreys Institute for Political Social Work, and has ties with the National Association of Social Workers and the Special Commission to Advance Macro Practice in Social Work.
Ms. Elizabeth G. Hersh

Elizabeth “Liz” Hersh is the Executive Director of the Housing Alliance of Pennsylvania. Ms. Hersh travels the state extensively to better understand the range of issues and build an effective advocacy network for the Housing Alliance. Under her leadership, the Housing Alliance has tripled its membership base and budget, while becoming a well-respected source for expert information on housing policy, not only in Pennsylvania, but nationally as well. Ms. Hersh is a professional social worker with a master’s degree from the University of Chicago.

Mr. Ray D’Agostino

Ray D’Agostino is the Executive Director of the Lancaster Housing Opportunity Partnership (LHOP), a county-wide community benefit organization focused on fair and affordable housing, education, financing and advocacy. Previously, Ray served on the LHOP Board of Directors, and he served as the first Chief of Staff for State Senator Smucker. Ray has 17 years of experience in municipal and authority management. He is a retired veteran of the armed forces having served 22 years in the U.S Naval Reserve and PA Army National Guard. In his role as municipal manager he has overseen the development and implementation of several community strategic comprehensive plans and co-authored a chapter in a recently published book on regional planning. Ray has also been extensively involved in developing and refining municipal finance practices and policies, including operations and capital improvement budgeting, documenting internal controls and administrative procedures. Ray holds an MPA and BSEd, both from Shippensburg University and is a certified Housing Development Finance Professional. He lives in Lampeter with his wife and two children.
Ms. Amber Green

Amber Green is owner and majority shareholder of Woo-Cat Property & Association Management. WC management specializes in HOA and apartment management. Ms. Green is owner of Association Asset Recovery, a collections firm specializing in significantly reducing delinquent HOA accounts by helping homeowners budget effectively. Currently, Ms. Green serves as Manor Township’s first female township supervisor. Previously, Ms. Green proudly served as a school board director for Penn Manor School District.

SESSION 3

Thursday, November 6, 2014 • 4:00-5:15 p.m., University Room

“Disability In-Equality: Within Post-Secondary Education” (Skype presentation)

Faculty Host: Dr. Thomas Neuville

Mr. Bruce Uditsky, M.Ed.

Mr. Uditsky is the Chief Executive Officer of the Alberta Association for Community Living. He is recognized internationally as an advocate and leader in community inclusion and social justice. He serves on many government advisory bodies and has played a significant role in the development of provincial legislation mandating support for children and adults with developmental disabilities and their families. He has been instrumental in the development of innovative initiatives including Rotary Employment Partnerships, and in founding and expanding inclusive post-secondary education on a global scale. Bruce is an Adjunct Professor of Community Rehabilitation and Disability Studies at the University of Calgary and has a son with developmental disabilities.
Dr. Elijah Anderson

Dr. Anderson is the William K. Lanman, Jr. Professor of Sociology at Yale University. He is one of the leading urban ethnographers in the United States. His publications include *Code of the Street: Decency, Violence, and the Moral Life of the Inner City* (1999), winner of the Komarovsky Award from the Eastern Sociological Society; *Streetwise: Race, Class, and Change in an Urban Community* (1990), winner of the American Sociological Association’s Robert E. Park Award for the best published book in the area of Urban Sociology; and the classic sociological work, *A Place on the Corner* (1978; 2nd ed., 2003). Anderson’s most recent ethnographic work, *The Cosmopolitan Canopy: Race and Civility in Everyday Life*, was published by WW Norton in March 2012. Professor Anderson is the 2013 recipient of the prestigious Cox-Johnson-Frazier Award of the American Sociological Association. Dr. Anderson has served on the Board of Directors of the American Academy of Political and Social Science and is formerly a vice-president of the American Sociological Association. He has served in an editorial capacity for a wide range of professional journals and special publications, including *Qualitative Sociology, Ethnography, American Journal of Sociology, American Sociological Review, City & Community, Annals of the Society of Political and Social Science*, and the *International Journal of Urban and Regional Research*. He has also served as a consultant to a variety of government agencies, including the White House, the United States Congress, the National Academy of Science and the National Science Foundation. Additionally, he was a member of the National Research Council’s Panel on the Understanding and Control of Violent Behavior.
Dr. Carrie Smith

Dr. Smith is an Associate Professor of Sociology at Millersville University. Her research and scholarly interests include Sociology of Reproduction and Birth, Medical Sociology, Sex and Gender, Work and the Professions, Race and Ethnicity, Animals and Society, Sociological Practice and Public Sociology, and Scholarship of Teaching and Learning.

Dr. Frederika Schmitt

Dr. Schmitt is an Associate Professor in the Sociology/Anthropology Department at Millersville University. She earned her Bachelor’s degree in Sociology and Psychology from Bucknell University, and her Ph.D. in Sociology from the University of Delaware. Her research and scholarly interests include institutional response to social equality, and feminist theory. Dr. Schmitt currently teaches Social Problems, Criminology, Social Stratification, Gender and the Law, Feminist Theory, and Sociology of Defiance.
Ms. Angela Trout

Angela Trout is the Communications and Advocacy Coordinator for YWCA Lancaster. She is charged with advocating on behalf of public policy positions of the YWCA Lancaster and the YWCA USA. Angela monitors the pulse of local and state policy issues and visits with local legislators to advocate for the clients of the YW, many who are economically disadvantaged. Angela educates and informs the public about important pieces of legislation and public policy changes through op-eds, letters to the editor, and social media. Prior to joining the YW in 2011, Angela was the special projects editor at The Philadelphia Tribune for seven years. She graduated from Massachusetts School of Law in North Andover in 2004 with a Juris Doctorate.

Dr. Harold Dean Trulear

Dr. Trulear is an Associate Professor of Applied Theology and Director of the Doctor of Ministry programs at the Howard University School of Divinity. He is also the National Director of Healing Communities USA and the Philadelphia Leadership Foundation. Dr. Trulear served as Visiting Distinguished Professor of Religion and Public Policy at the Templeton Honors College at Eastern University. He also held faculty positions at Yale University, Colgate Rochester Divinity School, The Center for Urban Theological Studies (Geneva College), and Jersey State College. He has lectured for university, church and professional organizations across the country, including the Fuller Theological Seminary, Rice University, Baylor University, Tuskegee University, Southern University, Payne Theological Seminary, Princeton University, the American Baptist Churches/USA, the Mount Sinai Holy Church of America, InterVarsity Christian Fellowship, the North American Association of Christians in Social Work and the NAACP.
Ms. Melanie G. Snyder

Melanie G. Snyder serves as the Executive Director of the Lancaster County Reentry Management Organization (RMO). She also provides consulting, strategic planning and facilitation services to newly forming reentry coalitions. She is a certified instructor for the Annie E. Casey Foundation’s Healing Communities model, an NIC-certified Offender Workforce Development Specialist, and a Restorative Justice Mediator. She is the author of Grace Goes to Prison: An Inspiring Story of Hope and Humanity (Brethren Press, 2009) and was one of the featured speakers at TEDx Lancaster, 2014.

SESSION 5

Friday, November 7, 2014 • 11:00-12:30 p.m., Lehr Room
“Global Inequality of Disaster Management”
Faculty Host: Dr. Sepideh Yalda

Dr. Karen Rice

Dr. Rice is Assistant Professor and the Chair of the Department of Social Work at Millersville University. She is also the Co-coordinator of The Learning Institute: The Global Well-Being and Social Change at MU. Dr. Rice’s areas of interest are child welfare, research, statistics, and diversity. She primarily teaches Social Work & Child Welfare, Social Work Research, Advanced Research Methods, Social Work Statistics, and Encounters in Human Diversity.
**Dr. Kirsten Bookmiller**

Dr. Bookmiller is a Professor in the Department of Government and Political Affairs and the Director of the Global Partnerships Initiative of the Center for Disaster Research and Education. She is a contributing faculty member in the M.S. in Emergency Management Program. Dr. Kirsten Bookmiller is a faculty member in the Department of Government and Political Affairs at MU as well as the Director of Global Education and Partnerships for the university. Her teaching and research program is in the area of international humanitarian policy and law. She published an introductory text on the United Nations in 2008 and currently conducts research on international humanitarian responses by local emergency responders. Dr. Bookmiller teaches EMGT 618: Humanitarian Responses to International Disasters.

**Dr. Robert Bookmiller**

Dr. Bookmiller is Associate Professor of Government and Political Affairs. He is the Director of the International Studies Program and Faculty Contributor to the MSEM program. Dr. Bookmiller teaches courses in Comparative Political Systems, American Foreign Policy, Politics of the Middle East, and special topics in Senior Seminar.
Dr. Sepida Yalda

Dr. Yalda is a Professor of Meteorology in the Department of Earth Sciences and the Director of the Center for Disaster Research and Education. She is also the Coordinator of the M.S. in Emergency Management Program, as well as a contributing faculty member. Her research interests are in the areas of climate dynamics and regional climate change. Dr. Yalda has been involved with a number of research projects with a focus on science education, and the development of new tools and technologies to improve science education at all levels. She earned her Ph.D. in Meteorology from Saint Louis University in 1997. She is a member of the American Geophysical Union, American Meteorological Society, and SIGMA XI Scientific Research Society. She serves on a number of national committees including the National Environmental Education & Training Foundations Eyes on the Environment Advisory Committee, and currently serves as the chair of the advisory panel to the Cooperative Program for Operational Meteorology, Education and Training (COMET). Furthermore, she is a member or chair of a number of American Meteorological Society Boards and Committees. Dr. Yalda teaches the EMGT 614, Natural Hazards Primer course.
Dr. Duane Hagelgans, CSP

Dr. Hagelgans is Assistant Professor of Emergency Management in the Department of Earth Sciences at Millersville University. He is also a Faculty Associate in the Center for Disaster Research and Education and the Fire Commissioner of the Blue Rock Regional Fire District (PA). Dr. Duane Hagelgans has been involved in the emergency services for over 30 years. He has been working and volunteering in the field of emergency management for over 14 years. He retired in 2011 from the City of Lancaster, Bureau of Fire, where he held numerous positions including Emergency Management Coordinator for the City. He was recently appointed as the Emergency Management Coordinator for a new regional emergency management zone in Millersville Borough and Manor Township. Dr. Hagelgans currently serves on the South Central Pa. Counter Terrorism Task Force (SCTF) and the Lancaster County Emergency Management Agency. As a member of the SCTF Incident Management Team he was one of the responders to the Nickel Mines Amish School shooting. He is an assistant professor at Millersville University and has taught numerous emergency management courses for the Department of Homeland Security. He specializes in the area of public information and emergency response. Dr. Hagelgans also serves on the admission committee for the MSEM program. He is currently researching better methods to teach emergency preparedness to school age children.
Dr. Marc Felizzi, Ph.D.

Dr. Felizzi is Assistant Professor of Social Work, contributing faculty member to the M.S. in Emergency Management Program at Millersville University. Dr. Marc Felizzi has spent the last 20 years working with and researching children, adolescents and their families. He has examined the effects of family violence, juvenile violence, and the consequences of family instability on youth. Dr. Felizzi has written extensively on these topics, and his findings and opinions have appeared in local and national publications, and he has been interviewed on a number of national radio and television regarding juvenile violence. Dr. Felizzi is an Assistant Professor in the Department of Social Work at Millersville University, where he teaches Social Work Research and Practice. In addition, he has a thriving clinical practice in Wilmington, Delaware where he works with children, adolescents and their families.

Dr. Norma Rivera-Hernandez

Dr. Rivera-Hernandez is Associate Professor of Spanish in the Department of Foreign Languages at Millersville University, and a Faculty Associate in the Center for Disaster Research and Education. She teaches Spanish, Spanish-American literature and Spanish-American culture and civilization. She has a Ph.D. from the University of Texas at Austin in Spanish and Spanish-American Literature and a master’s degree in Philosophy from The University of Puerto Rico. She published a language textbook for advanced students of Spanish titled Senderos: Comunicación y conversación en español. She is currently working on another language book titled Cinco pasos. Her research interests include the Spanish-American novels of female development as well as methods to improve student’s oral and writing proficiency in Spanish. Her interest in Spanish culture has led her to regularly travel abroad with students to Spain and Spanish America where she teaches language and cultural immersion programs.
SESSION 5

Friday, November 7, 2014 • 11:00-12:30 p.m., University Room
“Renewing Business: Using Business to Fight Inequality”
Faculty Host: Dr. Stacey Irwin

Ms. Srirupa Dasgupta
Ms. Dasgupta is the owner of Upohar Restaurant. Her staff consists of individuals hailing from the Bronx, NY, Bhutan, and the Democratic Republic of Congo. Srirupa’s restaurant has been featured in media publications such as Intelligencer Journal Lancaster New Era, FOX43, Central Penn Business Journal, Lancaster County Magazine, Fig Lancaster, Susquehanna Style, EngleOnline, Sunday News Lancaster, PA, Lancaster County Community Foundation, LancasterOnline, WITF/National Public Radio, Career 2.0, and Fly Magazine, Lancaster.

Mr. Jonathan Coleman
Mr. Coleman is the Program Director for the ASSETS Lancaster Program. He has been involved in economic and community development activities for 7 years, including projects in Latin America, the Middle East, Sub-Saharan Africa, and the United States. He has launched and managed an education-based pilot project in Zambia, overseen a child sponsorship program in the Dominican Republic, and aided in the job placement of recently arrived refugees and asylum-seekers in the United States. He holds an MBA in Economic Development from Eastern University and is fluent in Spanish. He has a strong belief in the power of business to help facilitate positive societal change on a local, national, and global scale.

Ms. Katherine McGough
Kate McGough is a Social Return on Investment Analyst with Success Markets, Inc, a 501 c3 non-profit that helps “charities find inexpensive ways to measure the value they create for those in need and to help funders obtain this information for use in their giving.” She holds an MA in International Development and received her SROI Network training in England in 2008.
Mr. Andrew Slack

Mr. Andrew Slack is a Nathan Cummings Foundation Fellow. He is spending a year in New York City developing the Imagine Better Network, an unprecedented movement that goes beyond Harry Potter to all fandoms so that fantasy worlds are no longer merely an escape from reality, but an invitation to change it for the better. Andrew has been featured in *Fast Company*, on the front cover of *Forbes*, and in the *New York Times*, and he has been named one of the GOOD 100. He has spoken at TEDx Rome and TEDx Youth in San Diego, and has served as a keynote speaker at the Nobel Peace Prize Forum. Andrew headlined an event there with Nobel Laureates Muhammad Yunus and Tawakkol Karman. Andrew has also been a featured speaker at MacArthur’s Digital Media Learning Conference, SXSW, Harvard, MIT, Ashoka’s Change maker conference, and has written for the LA Times and CNN.
Global Statistics
From the 2014 United Nations Conference on Inequality

World wealth levels 2013
Source: James Davies, Rodrigo Libanes and Anthony Shnancks, Credit Suisse Global Wealth Databook 2013

Wealth levels (USD)
- below USD 5,000
- USD 5,000 to 25,000
- USD 25,000 to 100,000
- Over USD 100,000
- No data


Wealth and population by region, 2013
Source: James Davies, Rodrigo Libanes and Anthony Shnancks, Credit Suisse Global Wealth Databook 2013

Asset composition in selected countries
Source: Credit Suisse Global Wealth Databook, Shnancks/Davies/Libanes

Source: www.zerohedge.com/article/detailed-look-global-wealth-distribution

INEQUALITY DEFINING OUR TIME? #ipcinequality
Rafiki is 100% social business. Proceeds support charity work in Africa; currently in Rachuonyo, Kenya.

**Description**
African food, spices, Fair trade coffee, tea, gifts, jewelry, craft.
Two locations: Lancaster Central Market & Rafiki Shoppe at 1027 Dillerville Rd, Lancaster, PA 17604.
African food and items offered feature all regions of Africa.

We are the Susquehanna Sustainable Business Network, a central Pennsylvania based 501c3 non-profit that advocates for the triple bottom line – *People, Planet & Profit* – through business networking, advocacy and education.
We are local business people, community members, and not-for-profit leaders committed to building a more socially, environmentally, and financially stable economy. We are proud to stand for the sustainable movement in our region.

www.susquehannasbn.org

Upohar, which means gift in Bengali, is a “social impact” restaurant and catering company. We offer the gift of employment opportunity paying living wages to resettled refugees in Lancaster, Pa.

www.upoharethniccuisines.com
Students seeking credit for attending sessions should have the corresponding session blocks stamped by a faculty member or session host before departing.

THANK YOU FOR ATTENDING.

We hope you found valuable new insights, and are engaged to make a difference!