

Conference Schedule

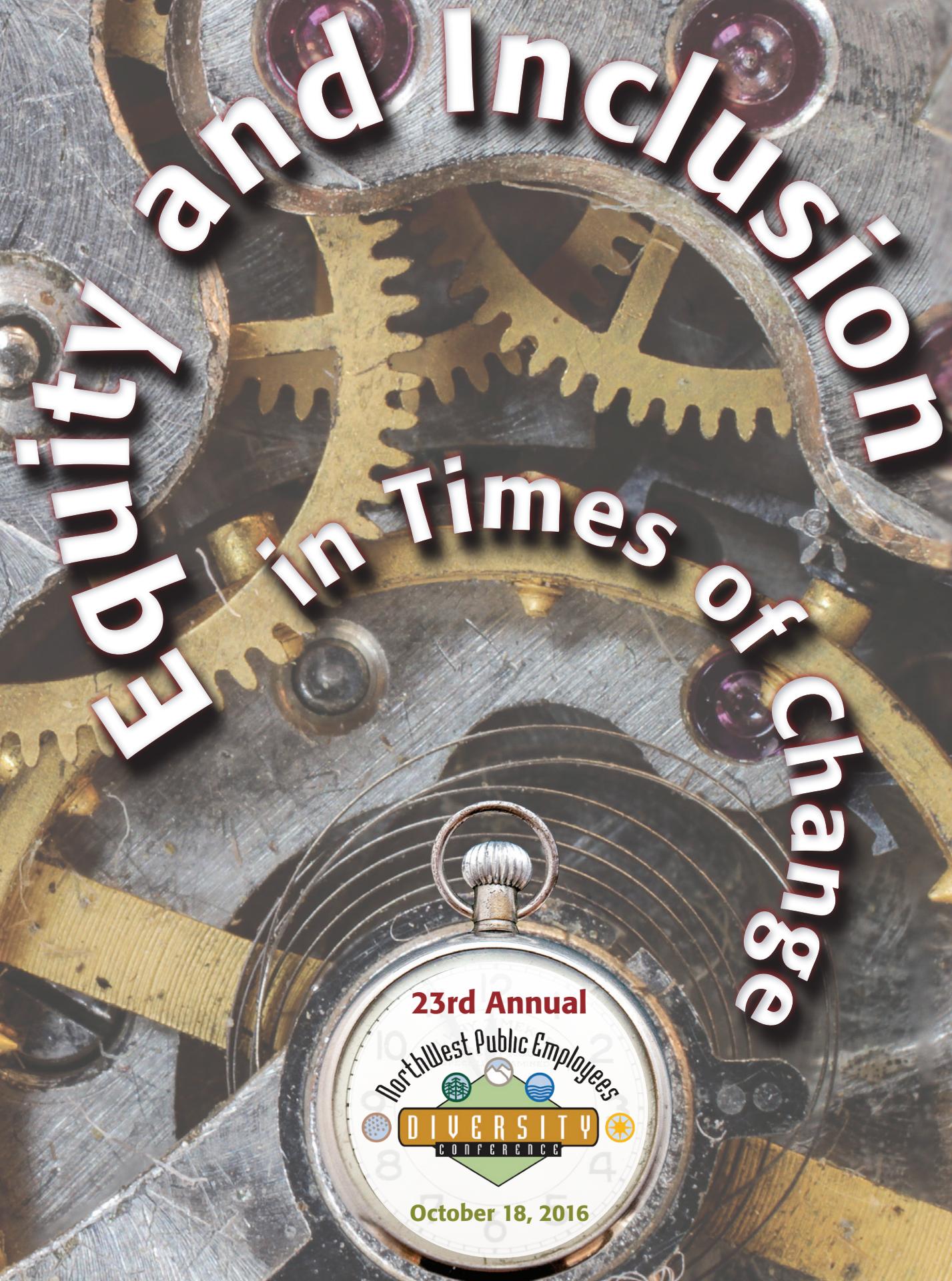
7:30 am - 1:00 pm	Registration Open (Portland Ballroom Lobby)
8:00 am - 8:15 am	Welcome and Opening Announcements (Portland Ballroom)
8:15 am - 8:30 am	Ted Talk
8:45 am - 9:30 am	Coffee with Elected Officials (Portland Ballroom)
10:00 am - 12:00 pm	General Sessions Period 1 and Executive Session
12:00 pm - 1:30 pm	Conference Luncheon with Award (Portland Ballroom) Keynote Speaker: Glenn Harris Afternoon Announcements and Closing Remarks
1:30 pm - 2:00 pm	Network with Dessert
2:00 pm - 4:00 pm	General Sessions Period 2

22 years ago Multnomah County held a one day educational conference about diversity and inclusion in the workplace. Its purpose was to address the needs of public employees and the communities they serve. Several years later the City of Portland joined Multnomah County for this annual event. More public employers have continued to join us in sponsoring and planning this annual diversity conference. In 2009, in acknowledgment and celebration of the conference's regional growth, the planning committee renamed the conference from City/County Diversity Conference to the Northwest Public Employees Diversity Conference. This year, 22 leading municipalities and agencies have combined resources to present this one-day conference. This collaboration presents a unique opportunity to cross diverse boundaries for a common purpose of promoting our diversity values of inclusiveness, respectful work environments, equal opportunity for all, and culturally responsive service.

Sponsors

The 23rd Annual Northwest Public Employees Diversity Conference is proudly sponsored by:

- AFSCME
- City of Beaverton
- City of Gresham
- City of Hillsboro
- City of Lake Oswego
- City of Portland
- City of Tigard
- Clackamas County
- Clark County
- Department of Environmental Quality
- Home Forward
- Metro
- Multnomah County
- Oregon Department of Transportation
- Oregon Health Authority
- Port of Portland
- Portland Development Commission
- Portland Public Schools
- Portland State University
- TriMet
- Tualatin Hills Park & Recreation District
- Washington County



Equity and Inclusion in Times of Change





Glenn Harris

President
Center for Social Inclusion

Glenn Harris has been working on issues of race and social justice for over twenty years. He has worked with community groups, foundations, and government agencies dedicated to building a more democratic, and racially equitable society. He is currently the President of the Center for Social Inclusion, a national strategy organization that works to catalyze communities, government, and

other institutions to dismantle structural racial inequity and create equitable outcomes for all. CSI develops policy strategies, develops leaders on the ground, and researches how to normalize and reframe conversation on race to promote a more inclusive democracy.

Previously, Glenn worked as the Manager of the City of Seattle Race and Social Justice Initiative (RSJI). The mission of the Race and Social Justice Initiative is to end institutionalized racism in City government and promote multiculturalism and full participation by all residents. Glenn has supported the start of similar initiatives in jurisdictions across the country, and helped to found the regional Governing for Racial Equity Network.

Glenn's work in the City of Seattle also included the establishment of the Seattle Office of the Community Police Commission and five years as the Southeast District Coordinator for the Department of Neighborhoods.

Glenn came to City government after five years with Western States Center, an intermediary that provides technical assistance and training to organizations working to achieve social change in an eight-state region. Glenn was also the Interim-Director at the MRG Foundation in Portland Oregon, and currently is a board member of the Philanthropic Initiative for Racial Equity, and Willamette Valley Law Project, an Oregon based non-profit supporting farm worker rights.



www.NWPublicEmployeesDiversityConference.org

D137/138

Working Across Generations and Cultures

Lillian Tsai and Alisa Blum

Individuals from each generation and culture bring with them different and unique cultural backgrounds, experiences, preferences, perceptions, values and beliefs that influence their working style, conflict and communication styles, attitudes and behavior. A better understanding about each generation's influences and cultural values will allow employees and managers to develop unique strategies that increase motivation, improve performance, retention and improve customer service and teamwork.

D139

Responding to Microaggressions

Theresa Logan and Carlos Windham

What are racial microaggressions? How do you spot them? Most importantly, how can you interrupt them in constructive ways that avoid blame, shame, and guilt? This session will use engaging activities to explore what microaggressions are and why they are so harmful, and introduce the key skill of separating impact and intent.

*A note of thanks for their
hospitality and service*



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Follow us on:



General Session 2 (2:00 pm - 4:00 pm)

Ballroom 251

Leadership Lessons from Communities of Color

Yvonne Chang

An important lesson about leadership that we can learn from communities of color is the importance of communal and culturally vibrant leadership practices. This session builds on Juana Bordas' writings on this topic and from the presenter's own experience as a woman of color and a leadership development coach/mentor. Through the presentation and individual and group activities, we give participants a tool to integrate in their work teams a kind of communal and culturally rich leadership practices. The guiding assumption is that these practices can balance out and substantially enhance more individualistic, mainstream leadership models.

Ballroom 252

Institutional Power and Workplace Impacts

Kory Murphy and Steve Joiner

This interactive session is aimed at deepening your understanding of how power plays out between individuals and organizations and the resulting barriers and opportunities that exist. You will explore how individual and collective power affect diverse groups and their experience in the workplace. Participants will then engage in conversation around how to create welcoming and inclusive environments within their agencies.

E141/E142/E143

The Application of Principled Leadership: During Divisive and Turbulent Times

Greg Taylor

This workshop is for those who understand the connection between racial bias, power, privilege and position that has created and cultivated a narrative that has produced the absence of authentic leaders across all sectors. Making it unpopular to challenge status-quo policies, practices and principles that continue to promote and foster inequity and oppression.

E146

Leading with a Racial Equity Lens for Structural Transformation

Scott Winn

Participants will strengthen their knowledge of their own positions of advantage and disadvantage, how these impact their lived experience (and that of communities they serve), and roles and strategies to create equity and justice. We will explore the differing ways to relate to differences – comparing colorblindness, diversity, culture competency, and anti-oppression/equity lenses. We will discuss how leading with racial equity is a strategy for structural transformation for collective liberation for all.

D133/134

Ensuring Equity: Healing Symptoms, Changing Systems, and Staying the Course

Cat Goughnour

An object at rest remains at rest unless acted upon by force. Globally and locally, inequity, exclusion, and disparity have catalyzed social transformation and sounded the equity imperative: Now that we know better, we must do better! Collectively, we are coming to consensus that in order to achieve truly inclusive, cohesive, vibrant communities, we must work together beyond silos and comfort zones – alongside underserved community members shouldering the burden of social injustice – to tailor, innovate and implement upstream interventions aimed at solving the root causes responsible for poor outcomes. Yet many wonder how to find a path and stay the course when everything seems to be in flux?

Executive Session (10:00 am - 12:00 pm)

By invitation only

The Executive Session is limited to invited elected officials, executives, department, and bureau directors.

Three (3) selections available this year:

1) E145

Advancing Racial Equity: The Role of Government

Facilitated by Glenn Harris

Local governments must transform if racial equity is to be achieved in our communities. Racial equity must be normalized as a key value, operationalized via innovative policies and institutional practices, and organized, both internally and in partnership with other institutions and the community. Focusing on national best practices, this Executive Session provides an introduction to the role, responsibilities, and opportunities for government leaders to advance racial equity in this region, enabling jurisdictions to eliminate inequities in housing, transportation, public health, education, criminal justice, jobs, and environmental justice.

2) E146

How Government Leaders Can Navigate Difficult Conversations about Race

Facilitated by Michael Hulshof-Schmidt and Kenya Budd

When leaders engage in conversations across racial differences, there is always the risk that what we say might offend someone. This hazard intensifies when someone is in a public position. Rather than risk offense, many people avoid cross cultural dialogue altogether or cling to safe, "politically correct" terminology. How can leaders acknowledge racial conflict and meaningfully manage conversations about it? And when mistakes do occur, how do we navigate the aftermath with humility, offering authentic repair when needed? Government leaders who attend this session will learn strategies for navigating racial tension and conflict across cultures.



Michael Hulshof-Schmidt is the Executive Director of Equality Works, NW. Michael's education includes a Masters in Social Work from Portland State University, and a degree in English from Oglethorpe University. He teaches

Social Justice in Portland State University's School of Social Work. His mission is to create and sustain conversations around race, gender, privilege, and LGBT issues: to speak one's truth respectfully and with honor.



Kenya Budd is an educator and consultant with over 10 years experience in the field of diversity, equity, and inclusion. She has trained leaders across sectors and developed measurement tools for organizations, helping improve

diversity outcomes. Additionally, Kenya has designed and led peace building projects for communities in conflict, specifically in Cowlitz and Clark counties in Washington.

3) E144

Transformative White Allyship: Finding our Role in Achieving Racial Equity

Facilitated by Scott Winn

This session will support government leaders in situating white people historically and currently in order support them in their journey towards allying themselves with communities of color to create racial equity. Participants will engage with principles of white allyship to inform white people's roles in creating racial equity and deepen their understanding of their stake, as leaders, in eliminating racial inequities."

This Executive Session is open to all leaders who are curious about white allyship regardless of race or other demographic differences.



Scott Winn is a faculty member at the University of Washington, School of Social Work where he teaches courses centered on the role of social workers as agents for social and economic change. He is active with a variety of community groups including the Coalition of Anti-Racist Whites and Western States Center. He is a Policy and Development Lead for the City of Seattle's Race and Social Justice Initiative. Scott supports institutions, organizations, and movements in addressing racism, heterosexism, classism, and other forms of oppression through trainings and strategic development.

General Session 1 (10:00 am - 12:00 pm)

Ballroom 251

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Ballroom 252

Beyond Inclusion: Partnerships that Change the Culture of Public Service

Peggy Morell and Panel

Beyond inclusion: Partnerships that change the culture of public service moves the conversation from planning for inclusion to implementing collaborative and co-created engagement activities that bring voices from communities of color into the decision-making process in authentic and impactful ways. Connecting community to policy makers through shared experiences, problem-solving and opportunities to envision the future of the region together builds the trust and resilient relationships needed in these transformational times.

E141/142/143

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Greg Taylor

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D133/134

Intersections: Microaggressions, Race, and LGBTQ Identity

Barbara Diamond and Marina Moro

Barbara Diamond presents a training that illuminates how well-meaning people perpetuate inequity and highlights avenues for change. This film-based training covers the concept of microaggressions, unintentional slights against minority groups that reflect and maintain larger systems of power. Participants will view Barbara's engaging documentaries *Reveal Moments* and *What Are You?*, which feature employees in the Pacific Northwest who are people of color and LGBTQ. Through group activities and facilitated discussion, participants will learn about microaggressions against people of color and LGBTQ people, as well as the relationships between racism, homophobia, and transphobia. Participants will emerge from the training with a comprehensive understanding of inequality and overlapping minority identities.



D135

Your Journey to Racial Equity Leadership

Hector Roche

'If we have no peace, it is because we have forgotten that we belong to each other'. So said Mother Teresa. And Maya Angelou tells us that there is a burden in an untold story. The presenter's belief is that if we have forgotten that we belong to each other it is because we don't know each other's stories... and may have forgotten our own. This interactive session will have participants chart, and share, their journeys (people they've met, experiences they've had, footprints they've left) that inform how they show up as Racial Equity Leaders.

D136

Creating Equity Through an Untapped Workforce

Harold Rains, Mark McCauley, Peter Capell, Dave Miletich, Cesilee Coulson

State and local governments are hiring again, but often they are having difficulty finding and retaining the right people. This is compounded by increased retirements and constrained budgets. Instead of viewing this as a problem, it may actually be an opportunity to include a largely untapped workforce that is eager to work and can fill some of the employment needs in government departments. Inclusion builds a strong and creative workforce. For many years businesses and some jurisdictions have found that the performance of people with intellectual/developmental disabilities or other significant disabilities is consistently equal or better than coworkers without disabilities. As such this makes hiring people with intellectual/developmental disabilities a cost effective way to build an inclusive workforce. Perhaps for this reason, it is reported that millennials are more attracted to workplaces which are diverse and inclusive.

D137/138

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D139

Community – Inclusion – Belonging

Brenda Morgan (Multnomah County CIC), Ping Khaw (Community Engagement Liaison Services), Kirstin Greene (CELS)

This interactive discussion will result in sharing of practical wisdom and tools that attendees can take away from the session and use in their own work. CELS will share how they reach out and serve many different communities, and how they help to engage them in civic involvements and efforts. Attendees will benefit from listening to and asking questions about experiences, best practices, lessons learned and related tools. In addition to the presentation, participants will participate in exercises to learn ways to engage in new, inclusive multicultural partnerships.

