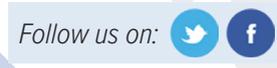


Conference Schedule

- 7:30 - 1:00 **Registration Open (Portland Ballroom Lobby)**
- 8:00 - 8:20 **Welcome and Opening Announcements**
- 8:20 - 8:30 **Morning Speaker**
- 8:45 - 10:15 **General Workshops Period 1**
- 8:45 - 11:45 **Executive Sessions**
- 10:30 - 12:00 **General Workshops Period 2**
- 12:00 - 1:40 **Conference Lunch with Award
Keynote Speaker: Simon Tam
Afternoon Announcements and Closing Remarks**
- 2:00 - 4:00 **General Workshops Period 3**

Twenty-three 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 acknowledgement 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*.

The conference's 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.



COURAGEOUS INCLUSION

The 24th Annual Northwest Public Employees Diversity Conference is proudly sponsored by:

- | | | |
|---------------------------------|-------------------------------------|---|
| AFSCME | City of Tigard | Oregon Department of Corrections |
| Beaverton School District | City of Tualatin | Oregon Health Authority |
| Bonneville Power Administration | Clackamas County | Portland Public Schools |
| City of Beaverton | Clark County | Prosper Portland |
| City of Gresham | Department of Environmental Quality | TriMet |
| City of Hillsboro | Home Forward | Tualatin Hills Park & Recreation District |
| City of Lake Oswego | Metro | Washington County |
| City of Portland | Multnomah County | |

Sponsors

Keynote
Speaker



Simon Tam

Award-winning musician, author, entrepreneur, and self-proclaimed troublemaker

He has been a performer, presenter, and keynote at TEDx, SXSW, Comic-Con, the Department of Defense, Stanford University, and over 1,200 other events across North America, Europe, and Asia. He has set a world record by appearing on the TEDx stage 12 times.

He is best known as the founder and bassist of The Slants, the world's first and only all-Asian American dance rock and anti-racism band. His work in the arts has been highlighted in over 3,000 media features across 200 countries and territories, including BBC, NPR, TIME Magazine, and Rolling Stone. He was called a champion of diverse issues by the White House and worked with President Barack Obama on a campaign to fight bullying.

Simon recently helped expand freedom of speech through winning a unanimous victory at the Supreme Court of the United States for a landmark case in constitutional and trademark law (*Matal v. Tam*).

He designed one of the first college-accredited social media programs in the United States. Bloomberg Businessweek called him a "Social Media Rockstar." Forbes says his resume is a "paragon of completeness."

Recently, he was recognized as a Freedom Fighter by the Roosevelt Rough Writers, named Citizen of the Year from the Chinese American Citizens Alliance Portland Lodge, Portland Rising Star from the Light a Fire Awards, received a Distinguished Alum Award from Marylhurst University, and has earned 34 awards for his marketing campaign work.

He is the board chair for the APANO United Communities Fund and serves as a board member/advisor for Know Your City, Color of NOW, and the Cultural Resource Centers Advisory Council for Portland State University.

D133/134

Institutional Equity: Shift Your Outcomes by Shifting Your Systems

Teri Pierson, Carlos Windham

When you look at the outcomes of your work, are you advancing racial equity? Or are you replicating systems of racial injustice, despite your best intentions? In this workshop, we start by reviewing the difference between equity and equality. Then we introduce you to our sun model, which illustrates how your agency's values and practices lead directly to the outcomes you are seeing. You will have a chance to apply a simple equity analysis to a key organizational issue and brainstorm actions you could take to shift toward racial equity in your outcomes.

D135/136

Purifying the Poisoned Well: Changing the Consciousness of Racism

Danette C. Gillespie-Otto, LCSW

If you live in a town with a single well from which to drink, and it gets poisoned, everyone is getting poisoned. Similarly, if you live in a society with a toxic thought system, everyone will harbor it in their conscious and/or unconscious minds. The belief system of racism that enabled America's white founders and immigrants to commit or collude with genocide, slavery and indentured servitude is passed along, both overtly and covertly, through the generations and continues to this day. This system of racist beliefs harms not only people of color, but white people as well. Public employees have an opportunity to dismantle systemic oppression in every area in which they work, by becoming agents of change. Being a change agent involves awareness of one's own racist ideology or internalized oppression and an active commitment to change. Public employees can help their organizations become more inclusive, and ultimately more effective and innovative, by addressing their own perspectives, behaviors and relationships regarding race. This workshop is one step in a life-long journey of purifying the poisoned well.

D137/138

Why You Should Do More Than Just Talk About Workplace Diversity: Getting Clear on How to Take Personal and Organizational Actions to Cultivate a More Inclusive and Welcoming Workplace

Rhodes Perry

Together, we will create a brave space for professionals interested in gaining greater awareness about themselves and their organizations, and to specifically understand why DEI is essential for the health and well-being of your organization, and how to cultivate it. Participants will have an opportunity to learn about and discuss what DEI means, why these concepts are important, and how to take personal and organizational actions through a mini-lecture, small-and large group activities, and a self-assessment activity. Participants that develop empathy, awareness, and skills are more effective collaborators in creating an organization that is truly inclusive of the needs of different people, communities, and ideas, which has the potential to transform your organization into one that is more welcoming and inclusive. The topics discussed work particularly well with professionals who would like to expand their knowledge and leadership skills.

D139

Communal Intelligence

Pierre Morin

Emotional intelligence (Goleman 1995) is the ability to put oneself in someone else's shoes and process emotions and conflicts. Communal intelligence is the ability to understand and value community relationships in their social and cultural contexts. As a service provider one first step towards communal intelligence is to unmask the disparities by dismantling your own and your partners' or participants' experiences. In this session we will explore the basics of communal intelligence and practice steps to create trusting relationships based on communal intelligence methods.

E141/142/143

Mindful and Inclusive Leadership for the 21st Century

Lillian Tsai, Alisa Blum, Judith Sugg

Today, government and public agencies are facing significant changes that are impacting their ability to develop a motivated and engaged workforce. Mindful and Inclusive Leadership Skills for the 21st Century will introduce organizational leaders, supervisors, managers and potential leaders to the changes required in leadership styles to meet the diverse needs of employees in an increasingly fast-paced culture.

E145

Building Mutual Respect and Trust

Tasha Harmon

Mutual respect and trust are essential parts of healthy and productive work environments, but how do we create it? This work requires openness, effort, and skill-development, and it has particular challenges when working with people we think of (consciously or subconsciously) as not "like us." This workshop will provide concrete tools for cultivating trust and respect, laying the foundation for nurturing successful work relationships.



D135/136

How to Talk About Race at Work

Phu Dao, Matti Girardi (Portland Public Schools)

This workshop will focus on how public employees can facilitate authentic and healthy conversations about race at their organizations in order to create a racially inclusive climate. It will clearly address the need for a common language in public service in order to promote equity, diversity, and inclusion in the public sectors. Techniques discussed include Courageous Conversation Protocols and the Racial Equity Lens Tool.

D137/138

Portland United Against Hate: Lessons from a Community Led-Initiative and City Partnership to Combat Hate

Linda Castillo, Shweta Moorthy

Portland is a tale of two cities; one that historically experiences a veil of privilege and protection and another which has a history of being, and continues to be, negatively targeted and selectively excluded by institutional and structural barriers. In 2016-17, hateful acts and crimes towards people of color and faith dramatically rose. In a community initiated partnership, community-based organizations, faith based entities, and ONI are building a rapid response system to build capacity, train community and collect and analyze data to protect and support our communities in need in this uncertain era. The development of Portland United Against Hate provides an enlightening learning opportunity on bold, diverse, and intentional collaborations to combat hate.

D139

Intersectional Equity; Intersectional Privilege 101

Alison Allen-Hall

This workshop introduces participants to the concept of intersectional equity which explores how systemic inequities accord privilege and marginalisation to virtually all social identities. In this interactive and participant-driven workshop, attendees will improve their understanding of intersected identities and learn to leverage the aspects privilege held to dismantle systemic inequities and encourage authentic inclusion.

E141/E142/E143

Implicit Bias and Gender: Trans Women, Women of Color, and Older Women Speak Out

Barbara J. Diamond, Marina Moro

DLT will present its latest film, *My Whole Self*, featuring five women at various intersections speaking about microaggressions and bias. The film will be a springboard to learning how women experience discrimination in different ways depending upon their unique blend of identity. Both funny and sad, the film allows attendees to consider how implicit bias and microaggressions affect the daily lives of themselves, their colleagues, and the institutions they support.

The film helps people learn about gender bias and intersectionality, a prime concept in today's fight for equity and inclusion in public service. Attendees will learn how to recognize and intervene in gender based microaggressions, including those directed toward women at different intersections.

Workshop Period 3 (2:00 - 4:00)

Ballroom 251

United By Differences: Valuing Inclusive Leadership and Diversity!

Lou Radja

Change is the only constant we can count on with total certainty! In our 21st century global world, change is happening faster than ever before in history, almost overnight. This changing and diverse world must be reflective inside our departments, agencies and organizations if we are to remain relevant and equitable in our services. From county to state level, Oregon recognizes the value of preparing and equipping its citizens to become inclusive & culturally competent leaders and capitalize on the opportunities that diversity brings. To embrace and value the diversity our state, country and world have to offer, we must first embrace and value it in ourselves. It's time to understand and live up to the reality that diversity and unity do not have to be mutually exclusive.

Ballroom 252

Culturally Competent Communications That is Truly Diverse and Inclusive

Simon Tam

In the face of #BlackLivesMatter, a divided election cycle, and a more diverse audience of constituents than ever before, how do public employees engage with citizens in a manner that is just, equitable, and inclusive? Diversity and inclusion is often an afterthought, not on ongoing process in developing equity within organizations – especially in the world of marketing and communications. When “diversity” is seen as a separate area or something to be included into imagery rather than something that is embedded into all areas of the organization, the effort will never be successful. This workshop will examine successful – as well as unsuccessful attempts at creating a truly inclusive marketing practices that doesn't isolate or tokenize diverse audiences. Case studies, personal stories, and examples of what to do/what not to do will be provided.

Executive Sessions (8:45 - 11:45) **By invitation only**

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

Three (3) selections available this year:

E145

Purifying the Poisoned Well: Changing the Consciousness of Racism

Facilitated by Danette C. Gillespie-Otto, LCSW



If you live in a town with a single well from which to drink, and it gets poisoned, everyone is getting poisoned. Similarly, if you live in a society with a toxic thought system, everyone will harbor it in their conscious and/or unconscious minds. The belief system of racism that enabled America's white founders and immigrants to commit or collude with genocide, slavery and indentured servitude is passed along, both overtly and covertly, through the generations and continues to this day. This system of racist beliefs harms not only people of color, but white people as well. Courageous leadership requires awareness of one's own racist ideology or internalized oppression and an active commitment to change. Leaders can help their organizations become more inclusive, and ultimately more effective and innovative, by addressing their own perspectives, behaviors and relationships regarding race. This session is one step in a life-long journey of purifying the poisoned well.

E144

Ubuntu Leadership: Courageous Inclusion through Interdependence

Facilitated by Lou Radja



In today's smaller, flatter and multicultural world, it is imperative that we fully grasp and understand the challenges and opportunities that inclusion and diversity bring. From county to state level, Oregon recognizes the value of preparing and equipping its citizens to become inclusive and culturally competent leaders and capitalize on the opportunities that diversity brings. To embrace and value the diversity our state, country and world have to offer, we must first embrace and value it in ourselves. Looking at our internal challenges like our own attitude and implicit bias as well as external ones like those we hire or associate with. Courageous Inclusion starts with me! Ubuntu Leadership is a comprehensive, fun, and transformational presentation that will help Public Employees engage in Courageous Inclusion through Interdependence. Since great learning is a two way street, the presentation is done in an interactive style to engage participants through dialogues and exercises. Ubuntu Leadership is presented in a safe environment in order to encourage open dialogue and discussion on cultural and interpersonal differences without being judged.

E146

Beyond Lip Service: Getting Courageous, Mastering Proven Leadership Strategies, and Effectively Managing Diversity, Equity, and Inclusion at Work

Facilitated by Rhodes Perry



Do you want to more effectively manage diversity, equity, and inclusion (DEI) at your organization, but find yourself struggling with where to start? Want to learn about the importance and necessity of building a more inclusive organization? Are you just generally confused about terminology and what diversity, equity, and inclusion mean? If you answered yes to any of these questions, then this facilitated discussion is especially for you. Together, we will create a brave space for executives interested in gaining greater awareness about themselves and their organizations, and to specifically understand why DEI is essential for the health and well-being of your organization, and how to effectively manage it. Participants will have an opportunity to learn about and discuss what DEI means, why these concepts are important, and how to manage them through a mini-lecture, small-and large group activities, and a self-assessment activity. Participants that develop empathy, awareness, and skills are more effective collaborators in creating an organization that is truly inclusive of the needs of different people, communities, and ideas, which has the potential to transform your organization into one that is more welcoming and inclusive. The topics discussed work particularly well with executives who would like to expand their knowledge and leadership skills.

A note of thanks for their contribution, hospitality, and service.



www.NWPublicEmployeesDiversityConference.org

Workshop Period 1 (8:45 - 10:15)

Ballroom 251

In the Shoes of an Immigrant: Understanding the Immigrant Experience and Learning to Successfully Engage with Immigrants

Parfait Bassalé

This is an engaging, informational and challenging workshop that develops the audience's cultural awareness and competency with navigating cultural diversity. Participants will walk away with:

- An understanding of the key differences and nuances between western cultural frameworks and other non-western cultural frameworks.
- An understanding of the immigrant journey and experience in America (stages of cultural adaptation).
- Greater awareness of participants' own biases and responses to such biases.
- And a framework and techniques for engaging in a more culturally empathetic manner.

Ballroom 252

Activating Cultural Empathy

Julie A. Dodge, DMin, LMSW

While there is growing awareness and value for equity, diversity and inclusion, we often fail to recognize how our own culture – what we consider normal – interferes with our ability to truly recognize and honor people of many backgrounds. Participants will explore the concept of cultural humility, and how that supports developing an attitude of learning and openness. Participants will then learn about the relatively new concept of cultural empathy, first gaining knowledge about what it is, and then practicing methods to increase cultural empathy through sharing stories, perspective taking, and empathic journeys. The practice of cultural empathy creates a foundation for genuine conversation, which leads to increased relationship, understanding of difference and disparity, and ultimately inclusion of people of many backgrounds.

D133/134

Better Together: Research, Evaluation and Stakeholder Engagement with Employees with Disabilities

Barbara Robertson, Alison Sachet, Katherin Flower, Emily Purry (Multnomah County)

The Office of Diversity and Equity (ODE), the DCM Evaluation and Research Unit (ERU), and the AdAPT ERG at Multnomah County are collaborating on a project to better understand the experiences of county employees with disabilities, including the experience of the accommodation process. This project is based in part on the 2015 Countywide Employee Survey, which showed that employees with disabilities are experiencing lower satisfaction in several areas, including work climate and job satisfaction.

A key part of this project is stakeholder engagement – namely, since this project focuses on better understanding and then improving the experiences of people with disabilities, ensuring that employees with disabilities were key stakeholders throughout this project was imperative. This session will give a broad overview of the project and then offer tools and lessons learned from our work together.

D135/136

How to Talk About Race at Work

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D137/138

Who Talks? Who Listens? Who Decides?

Alanna Hein

When a group of people get together some people are almost automatically given respect. For example some people are allowed to finish speaking before someone else speaks. Some people's ideas are almost automatically accepted while other people feel left out. This session will cover some of the policies, practices and tools that anyone can use to change the ways we all participate and contribute in the workplace.

D139

Intersectional Equity; Intersectional Privilege 101

Alison Allen-Hall

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E141/142/143

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The film helps people learn about gender bias and intersectionality, a prime concept in today's fight for equity and inclusion in public service. Attendees will learn how to recognize and intervene in gender based microaggressions, including those directed toward women at different intersections.

Workshop Period 2 (10:30 - 12:00)

Ballroom 251

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Please be aware that photographs and videotaping will be taken at any time during this event, it keeps the public and those working for the sponsoring jurisdictions aware of activities.