

Keynote Speaker

Walidah Imarisha

Walidah Imarisha is an author, educator, public scholar and poet. She is the author of the collection of poetry Scars/Stars, and the upcoming nonfiction book Angels with Dirty Faces: Three Stories of Crime, Prison and Redemption. She is also one of the co-editors of the anthology Octavia's Brood: Science Fiction Stories from Social Justice Movements. She has taught in the Portland State University's Black Studies Department, Oregon State University's Women Gender Sexuality Studies Department and Southern New Hampshire's English Department.



Executive Session (by invitation only)

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

Workshop Period 1 through 2: 9:00 am – 12:00 pm (Portland Ballroom 252)

Leadership Today: Creating Inclusive Organizations

Led by **Cherie Buckner-Webb**

What are some of the best practices in moving large systems to become representative of the communities that they represent and serve? How can public sector leaders create structures and processes that include diverse voices in identifying challenges, problem-solving, and making progress in creating equity? In this Executive Session with the Honorable Cherie Buckner-Webb, the first elected African-American state legislator in Idaho, there will be dialogue and strategy-sharing with leaders from all nineteen jurisdictions supporting this year's Diversity Conference.

The desired outcomes of this presentation and dialogue include:

- identifying the value proposition, for both the individual leader and the organization, of building inclusion within organizations and communicating that value proposition with force and intention;
- articulating the critical leadership skills for working across difference within diverse communities; and
- becoming conscious of how privilege works and how leaders can use the privilege of their position to advance progress.

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 - 8:45 am	Coffee with Elected Officials (Portland Ballroom)
9:00 am - 10:30 am	Workshop Period 1
9:00 am - 12:00 pm	Executive Session (By Invitation Only, Portland Ballroom 252)
10:45 am - 12:15 pm	Workshop Period 2
12:15 pm - 1:45 pm	Conference Luncheon with Award (Portland Ballroom) Keynote Speaker: Walidah Imarisha Afternoon Announcements and Closing Remarks
1:45 pm - 2:15 pm	Network with Dessert
2:30 pm - 4:00 pm	Workshop Period 3

21 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. This year, 19 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.

Sponsoring Jurisdictions

City of Beaverton	Oregon Dept. of Transportation
City of Gresham	Oregon Health Authority
City of Hillsboro	Port of Portland
City of Portland	Portland Development Commission
Clackamas County	Portland Public Schools
Clark County	Portland State University
Dept. of Environmental Quality	TriMet
Home Forward	Tualatin Hills Park & Rec District
Metro	Washington County
Multnomah County	Future Sponsors

www.NWPublicEmployeesDiversityConference.org



Equity @ Work

BUILDING

INCLUSION

Workshop Period 1 (9:00 am - 10:30 am)

Ballroom 251

Race, Bias & Dissonance II: Beyond Awareness, to Concrete/Incongruent Action Steps

Greg Taylor

Implicit bias and cognitive dissonance causes many decision-makers to make critical errors in judgment that often create inequitable outcomes in the lives of others. Throughout the public sector there is a tremendous amount of untapped human potential, in many cases due to implicit bias. Implicit bias is pervasive across sectors and operates in large part beneath the radar of our conscious awareness.

E141/E142

Building Inclusion One Community at a Time

Multnomah County Citizen Involvement Committee

Attendees will benefit from hearing and being able to ask questions about experiences, best practices, lessons learned, and related tools. This interactive discussion will result in sharing of practical wisdom and tools that attendees can take away from the workshop and use in their own work. Additionally, attendees will engage in the exercise of "Collabrodating" to create opportunities for organizations to learn from one another and potentially form partnerships. This exercise entails attendees spending up to 45 minutes in face-to-face conversations with the panelists and other attendees during which time they will explore opportunities to form new inclusive and multicultural partnerships.

E143/E144

Portland's Urban Native Population: How to Ally in the Workplace

Christine Dupres

Native Americans face tricky sociopolitical and structural inequities in today's Portland. What does it mean to be an ally? Explore the issues impacting Native Americans, the history behind them, and gain a language for supporting the lives and culture of Native people. This experimental and interactive class will crush stereotypes and raise awareness, as well as provide participants with clear actions and tools to take to work.

E145/E146

Managing Disturbing Emotions in Inclusive Settings: Reaction, Awareness, Reflection

Yvonne Chang and Glen Fielding

This workshop will help individuals contribute to equitable and inclusive work environments with more awareness and less emotional reactivity. The session will offer concepts, tools, and processes for relating to diverse people from a place of emotional intelligence and self-knowledge. As a result of the workshop, participants will be more open and less guarded as they reach out to diverse colleagues and co-create fully inclusive and mutually respectful work environments.

D133/D134

How Inclusive are TriMet's Services?

Jake Warr

Every year TriMet conducts a regional survey to gauge attitudes about the agency amongst riders and non-riders alike. Some of the questions this workshop will answer are:

- How does ridership compare by race and income?
- Where do different groups purchase fares?
- How do low-income populations and people of color get their information about TriMet?
- Are all types of riders satisfied with TriMet?

The answers to these questions – some of which will likely surprise you – can provide a variety of lessons for practitioners aiming to make services provided as inclusive as possible.

D135

Learn Through Film: Zoom In!

Barbara Diamond and Marina Moro

Film-based diversity training is gaining increasing recognition as a strong tool for teaching and learning. The audience will experience a training about microaggressions and disability and assess/experience documentary film as a prompt for informed discussion and personal change.

D136

Allies at Work; Paving the Road to Inclusion

Alanna Hein

This workshop will focus on practical interventions and strategies for allies to use in a variety of organizational settings. For example when inappropriate behavior or comments are made, identifying policies and procedures that have exclusionary effects, and building a culture that is deeply inclusive.

D137/D138

Equity & Succession Planning

Steven Joiner and Kenya Budd

The chronic need for public-sector succession planning, knowledge management, social capital transfer, and institutional wisdom sharing is fast becoming acute. As we focus on continuity of services to the public by identifying mission-critical roles, staff, and processes, how do we also incorporate equity? How do we engage in succession-planning best practices without also perpetuating institutional and systemic inequity?

D139

Authentic Inclusivity: Reimagining and Creating a Counter-Narrative

Alison Allen-Hall

The scope of this workshop explores the ways we, at work and in social spaces, set barriers to inclusion and attempts collective re-imagination to dismantle said barriers. This is an interactive workshop to engage participants in developing practical opportunities to create more substantially inclusive work and social spaces.

Workshop Period 2 (10:45 am - 12:15 pm)

Ballroom 251

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E141/E142

Social Determinants of Wealth: Building a Culture of Equity and Inclusion

Cat Goughnour

This workshop will give participants an opportunity to learn how to use the history of the region to find holistic, inclusive and responsive approaches to maximize opportunity, build social and organizational cultures of inclusion, and realize equitable outcomes for generations to come.

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D133/D134

Economic Equity: Creating Inclusive Contracting Processes

Monika Johnson and Stacey Drake Edwards

Equity does not only apply to a business's staff. It must be incorporated into the policies, procedures and processes to ensure equity in daily operations. This workshop will inform attendees of strategies and methods used to ensure minority and women owned small businesses are given an opportunity to work on public projects. Participants will learn strategies for building internal support; how to engage internal stakeholders; and ways to create inclusive policies.

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D136

Labor and Management: Tackling Diversity and Inclusion Together

Jaimie Sorenson and Andy Chavira

This workshop will explore the history of public employee unions and diversity and how the face of public employee unions has changed over the last 20 years. We will discuss the role of public sector unions in supporting workplace diversity and inclusion and how to develop strategies for labor and management to move this agenda together. We will analyze why public employee unions, and their employers, are under attack, how weaker public employee unions could change the workplace, and what some public employee unions are doing to meet this challenge.

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Workshop Period 3 (2:30 pm - 4:00 pm)

Ballroom 252

Stop Tokenizing Me: How Not to Be Inclusive in the Workplace

Simon Tam

Diversity and inclusion is often an afterthought, not an ongoing process in developing equity within organizations. When "diversity" is seen as a separate area or committee 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 culture that doesn't isolate or tokenize employees.

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E143/E144

Internalized Sexism and White Privilege: White Women's Position in Equity Work

Ilsa Govan

As we work in multicultural partnerships, it is important to examine the unique dynamics of our socialization around gender and race. While white women are often challenged with experiences of gender oppression, we also benefit from white privilege. In what ways do these two phenomena work together to create misunderstandings, missed collaborations, and unintentional barriers to equity? The facilitator will guide a dialogue about the experiences of white women to gain insights into learned patterns of behavior and strategies to better collaborate in work to build inclusion. Although this session centers around white women, all conference participants are invited to attend.

E145/E146

Implicit Bias and Mindfulness

Jill Goldsmith and Sid Moore

Implicit or subconscious bias continues to grow as a theory of discrimination in both disparate treatment and disparate impact cases under Title VII and state law. The terms themselves are not always well understood nor are the definitions of subconscious or implicit bias. This seminar will identify and describe implicit bias, survey the current state of the law with respect to implicit bias evidence, and address the impacts of implicit bias in the workplace. Then, we will survey common methods employers use to address implicit bias and propose a mindfulness model which has shown promise in addressing implicit bias in a controlled study.

Follow us on:



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.