

# Keynote Speaker



## Nanci Luna Jiménez

Nanci Luna Jiménez founded Luna Jiménez Seminars & Associates (LJS) in 1994, focusing on training, facilitating, coaching and speaking through unique programs to encourage individuals in their process of personal healing and transformation. With a commitment to end oppression, LJS’ powerful events help release individual initiative that transform organizations and create a more just and equitable workplace and world.

Nanci is recognized regionally, nationally and internationally for her highly effective and insightful training, inclusive facilitation and dynamic speaking with groups of diverse ages, industries and cultural backgrounds. Bringing personal passion and commitment, Nanci works with individuals, schools, government agencies, non-profit organizations and business groups. She facilitates dialogue and understanding between participants around emotion-charged topics, and brings people together as committed and informed allies. Nanci has led hundreds of programs in *Transformational Communication: Building Authentic Cross Cultural Relationships*, *Transformational Leadership: Developing Leaders as Change Agents*, *Transformational Women: Reclaiming Our Minds & Bodies through Physical Power*, *Transformational Teams: Creating Connected and Committed Collaboration*, and *Transformational Partnerships: Men & Women as Natural Allies*. She has custom designed and facilitated hundreds of meetings, retreats and events—large and small—including complex events with international groups and multiple languages. In addition, she has presented scores of memorable keynote speaking programs.

Nanci is trained in methodologies developed by: Lillian Roybal Rose, a recognized expert in the field of Cross Cultural Communication; The Institute for Cultural Affairs (ICA)—an international organization which provides training and facilitation in participatory group leadership processes for sustained organizational and social change; and United to End Racism (UER)—an international organization dedicated to the global elimination of racism. She has also been trained by Marshall Rosenberg in Non-Violent Communication and Jim Rough in Dynamic Facilitation. Through these skills, Nanci expertly assists organizations realize the changes they envision by facilitating group consensus, planning, and implementation.

Nanci is a Certified Professional Facilitator©. In 2006 she completed the Executive Leadership Program through the Kennedy School of Government at Harvard University and the Center for Creative Leadership in Brussels, Belgium as a National Hispana Leadership Institute Fellow. In August 2001 she attended the United Nations World Conference Against Racism Non-Governmental Forum in Durban, South Africa as a delegate with UER. In 1995 she served as an international observer for the Haitian presidential elections. She was a Ford Foundation Fellow and a Ph.D. candidate at the University of California, Santa Cruz, and received her BA *cum laude* from Yale University. She also attended the Universidad de Puerto Rico, Recinto de Río Piedras and completed El Programa Interdisciplinario de la Mujer at the Colegio de Mexico in Mexico City. Nanci also chairs the Board of Directors for World Pulse, an organization dedicated to empowering women’s voices around the world through PulseWire.

Of Puerto Rican and Chicana heritage, Nanci was born in Detroit, MI, and raised in Detroit and Tucson, AZ. She now lives with her partner in Portland, Oregon, USA and enjoys yoga, weight training, marathons and triathlons, knitting, and time near the water—ideally with friends and family.

# Conference Schedule

7:30am – 1:00pm	Registration Open (Portland Ballroom Lobby)
8:00am – 8:30am	Welcome and Opening Announcements (Portland Ballroom) Emmett Wheatfall - Master of Ceremonies Greetings from Participating Municipalities
8:30am – 10:15am	Break and Transition to Workshop Period 1
8:45am – 11:00am 8:45am – 9:00am 9:00am – 11:00am	Executive Session - By Invitation Only (Portland Ballroom 252) Meet and Greet Executive Session
10:15am – Noon	Break and Transition to Workshop Period 2
Noon – 1:30pm	Luncheon Service and Keynote Speaker (Portland Ballroom) Emmett Wheatfall - Master of Ceremonies
12:20pm – 12:40pm	Awards Ceremony
12:40pm – 1:25pm	Nanci Luna Jiménez - Keynote Speaker
	Afternoon Announcements and Closing Remarks Emmett Wheatfall - Master of Ceremonies
1:30pm – 4:00pm	Workshop Period 3

# Additional Information

City of Portland, Multnomah County, Clackamas County, Washington County, Portland Development Commission, Metro and Clark County will, on occasion, photograph people, including employees and events to keep the public and those working for the City and County aware of activities. Please be aware that photographs will be taken at this event.

# Sponsors



# The 15th Annual City/County Diversity Development Conference



# Creating Common Ground



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

**(E141)**  
**Diversity 101 - Why can't we all just be Americans?**  
**Donny Adair**

This workshop is an introduction to diversity development concepts. Participants will engage in a number of activities to define key terms, and raise awareness of differences and similarities, and how they impact the work of public employees and the communities they serve. Participants will explore the benefits of cultural competency in dealing with people from diverse backgrounds including employees, customers and other stakeholders. There will be a review of organizational development strategies and programs adopted by public organizations to make them more inclusive of everyone.

**(E142)**  
**Cultural Celebrations in the Workplace - Let's Stop Walking on Eggshells!**  
**Rachel Harris and Panel**

Every year, many of us struggle with how to handle cultural and religious holidays; especially during the winter and particularly in the workplace. No matter where you fall on the continuum from deeply believing that "*Christmas is the reason for the season*," to "*Let's celebrate everything*," to "*Let's celebrate nothing*" (for a whole host of diverse reasons); it's clear that many people still feel marginalized and even angry. Learn what some groups are working on, dialogue openly in a safe space, and help build common ground regarding this very polarizing issue. Learn what some local groups are working on, dialogue openly in a safe space, and help build common ground on this very polarizing issue.

**(E143)**  
**RACE The Power of Illusion (Part 1)**  
**Beverly Bolensky Dean**

Conference participants will view Public Broadcasting Service (PBS) documentary: "The Power of an Illusion," episodes 1 & 2 in the morning session followed by a group discussion. The afternoon session will feature episode 3 followed by a group discussion of the entire film. This workshop is 5 hours and 30 minutes in length. About the Film: RACE The Power of an Illusion

The division of the world's peoples into distinct groups - "red," "black," "white" or "yellow" peoples - has become so deeply imbedded in our psyches, so widely accepted, many would promptly dismiss as crazy any suggestion of its falsity. Yet, that's exactly what this provocative, new three-hour series by California Newsreel claims. Race - The Power of an Illusion questions the very idea of race as biology, suggesting that a belief in race is no more sound than believing that the sun revolves around the earth. Yet race still matters. Just because race doesn't exist in biology doesn't mean it isn't very real, helping shape life chances and opportunities.

**Episode 1 - The Difference Between Us** examines the contemporary science - including genetics - that challenges our common sense assumptions that human beings can be bundled into three or four fundamentally different groups according to their physical traits.

**(E145)**  
**Going Beyond the Ism's: Accessing Underserved Communities**  
**James Mason**

This workshop will teach how to understand and work effectively within racially, ethnically, and socially diverse communities. Participants will discern how to view diversity in their professional context, differences within and between groups, as well as possible community stressors. Participants will also explore how various forms of bias have hindered our ability to develop economic opportunities, utilize human and other community resources, and otherwise conduct work in ways that represent win-win scenarios for businesses, community based organizations, diverse communities, and relevant other stakeholders.

**(F150)**  
**Perspectives On Profiling**  
**Dana Lewis**

Perspectives On Profiling provides law enforcement, as well as the community, with an innovative tool to hone their ethical decision making skills and meet the complex challenge of profiling strategies. This product offers an interactive virtual learning experience that compels users to make critical choices. The class is a hands-on, experiential program that engages participants in discussions of tolerance, diversity, personal values and responsibility as they apply to the workplace, the community and beyond. The virtual experience solicits input, emphasizes learning points, asks questions, summarizes knowledge, provides a record of previous events, and offers positive and negative feedback. This unique training tool confronts a number of complex issues that surround the debate on Racial Profiling.

**(E147)**  
**Tight, Phat, Cool, Copacetic: Communication Between Four Generations in the Workplace**  
**Judy Trotter-McAfee and Peggy Ross**

This workshop explores one of the most challenging and dynamic workplace diversity issues of today: communication across four generations (Veterans, Baby Boomers, Generation X, and Generation Y). Participants will examine the dynamics of this issue, engage in inter-generational dialogue, and develop strategies and action plans for more effective communication and a more productive workplace.

Our workshop will enable participants to discover common ground for resolving workplace issues that may become entangled and complex only because the root cause for misunderstanding comes from the diverse values, work ethic, experiences and expectations that each of the four generations bring to the workplace. This workshop is not lecture-driven, and is dynamic and interactive. Participants

explore their own responses to different values or perspectives that are presented, and they also interact in two separate breakout sessions (one of same-generation, and one of mixed generations). Most of the workshop is interactive, and solutions are generated by the workshop participants. The end-product is an Action Plan template that participants can take back to the workplace for implementation.

**(F149)**  
**ADA, Title II- A Critical Review**  
**David Miller**

This workshop will review current ADA Title II's impact with regard to the required "transition plan" and it's fluidity within our region. New rules are on the horizon that will surely have significant outcome; positive, if addressed now, critically if ignored or minimized at a cost beyond any budgets sustainability.

United We Stand – Divided We Fall being both the theme of this conference, it also has significance as the birthplace of my advocacy work on behalf of the disabled in the State that shares this phrase as it's slogan, Kentucky. The base curriculum used is DOJ approved educational material. My life experience in my ADA education and litigation background and the outcomes truly have united individuals with families, families with neighborhoods, neighborhoods with their elected officials to their respective state houses to congress. Unity in economic development within communities creating partnerships with small business, corporate entities and local governments is needed at a much higher degree; (this to be discussed). An example of this would be efforts from organizations such as Chambers of Commerce etc. as catalysts. The proposed new rules in outline format will be discussed.

**(F151)**  
**The Social Determinants of Health: Multnomah County's Health Equity Initiative**  
**Angie Thompson and Ben Duncan**

This workshop will look at how social determinants affect the health outcomes of populations, with a specific focus on health inequities. Participants will learn about the Multnomah County Health Equity Initiative, see local and state data on health disparities, and think about ways to incorporate the use of a health equity lens into their everyday work.

It will addresses themes around diversity, equity and social justice as it relates to health outcomes. By examining a policy initiative that is based on community dialogue, feedback and recommendations, participants will see a theme of health equity as being more than just healthcare emerge. Looking at how this community based process came about, how we are using iUnnatural Causest as a tool for dialogue, and how we have engaged and included the community in prioritizing policy will teach participants how they can do similar work in their respective jurisdictions.

The entire health equity initiative relies on cooperative learning, participation, and dialogue to engage the community in thinking of proactive solutions to the causes of health equities. This presentation benefits from, and encourages, active participation.

**(E146)**  
**Disability Awareness and Inclusion**  
**Ann Balzell and Panel**

A diverse panel of Portland residents, representing varied disabilities, will make presentations and participate in a question and answer session. The session will end with a general discussion about inclusion of Portland's residents with disabilities, in work and play.

When examining diversity, you must also address disability issues. Individuals with disabilities make up the largest minority group in Portland, and include members from EVERY culture, race, age, and socioeconomic level throughout all our neighborhoods. Inclusion for individuals with disabilities can include every barrier and issue faced by all minority groups plus the physical, mental, and emotional issues carried by their disability.

**(F152)**  
**Fatphobia 101: Are you big enough to face it?**  
**Marie Fleischmann**

This workshop is one 90 minute session exploring both individual and group perceptions of physical size in the workplace. We will use lecture, dialogue, Q&A, and writing time to explore participants' experiences with people of various sizes in the work environment. Our workshop supports the overall theme and concept of the conference by broadening the scope of each participant to include people of all sizes and physical ability. We will teach participants to check their own backpack of personal issues at the door when interviewing, hiring, training, reprimanding, etc. in the workplace. We will use self awareness as a tool for change and group awareness as a method for achieving a fairer and safer place of employment. We hope to help you unload your issues so as to not make them someone else's issues.

**(E144)**  
**Diversity in Labor Unions**  
**Becky Steward and Kevin Boyle**

Are Labor Unions part of the problem with institutional discrimination or are they part of the solution? This workshop will briefly review the history of labor unions, review diversity and inclusion, discuss some of the emerging issues which challenge labor unions today and discuss options for responding.

A lot of our session will be a dialogue with the participants both to identify issues and possible steps to deal with the issues.

# Workshop Period 2 (10:30a - 12:00 noon)

**(E141)**  
**Making the Business Case for Diversity**  
**Rekah Strong**

During this workshop participants will recognize the positive impact of Diversity and Inclusion on business practice. Participants will learn how to establish the business case and steps to organizational integration.

This course provides foundational elements for building a successful diversity program and ways to evaluate current programs for improvement. This supports the theme of the conference by assisting participants in recognizing the benefits of diversity programs and assessing for continual improvement.

This workshop is filled with experiential, self reflective and initiative development exercises. Participants will be able to use these exercises to further demonstrate the business case in their own organizations.

**(E142)**  
**From Assimilation to Inclusion: Managing Diversity Focused Culture Change**  
**Joseph Quinones**

The workshop provides an opportunity for participants to develop an understanding of the dynamics of assimilation and how it affects organizations efforts to become more diverse and inclusive and what steps can be taken to move the organization to an inclusion oriented culture.

The workshop has three components:

**Component #1:** A brief lecture on the dynamics of assimilation and inclusion followed by an interactive discussion of the affect of an assimilation oriented culture on diversity development efforts in organizations.  
**Component #2:** A small group exercise that allows participants to assess and place their organization on an assimilation-inclusion continuum.  
**Component #3:** Participants will learn and discuss techniques for moving their organizations to a more inclusion oriented cultural paradigm.

The workshop will help create common ground among participants by providing them with a set of terms an understanding of the dynamics of assimilation and inclusion and a conceptual framework for discussing and implementing diversity focused organization culture change. It will consist of primarily small group activities focused on providing the individual with the opportunity to apply the learning to their specific organizations.

**(E143)**  
**RACE The Power of Illusion (Part 2)**  
**Beverly Bolensky Dean**

Conference participants will view Public Broadcasting Service (PBS) documentary: "The Power of an Illusion," episodes 1 & 2 in the morning session followed by a group discussion. The afternoon session will feature episode 3 followed by a group discussion of the entire film. This workshop is 5 hours and 30 minutes in length.

**Episode 2 - The Story We Tell** uncovers the roots of the race concept in North America, the 19th century science that legitimated it, and how it came to be held so fiercely in the western imagination. The episode is an eye-opening tale of how race served to rationalize, even justify, American social inequalities as "natural."

**(E147)**  
**Tight, Phat, Cool, Copacetic: Communication Between Four Generations in the Workplace (continued)**  
**Judy Trotter-McAfee and Peggy Ross**

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**(F151)**  
**Restorative Justice: Repairing Harm to Create Common Ground**  
**Judith Mowry**

Using the principles of restorative justice this workshop will explore the opportunities to build a firm foundation of common ground by understanding and repairing harm. This model is the basis for the ongoing Restorative Listening Project on Gentrification in NE Portland.

Participants will learn the basic principles of Restorative Justice and how they can apply to working with issues of inequities and social injustice issues. Tools for acknowledging harm without escalating conflict will be explored.

**(E145)**  
**Going Beyond the Ism's: Accessing Underserved Communities**  
**James Mason**

This workshop will teach how to understand and work effectively within racially, ethnically, and socially diverse communities. Participants will discern how to view diversity in their professional context, differences within and between groups, as well as possible community stressors. Participants will also explore how various forms of bias have hindered our ability to develop economic opportunities, utilize human and other community resources, and otherwise conduct work in ways that represent win-win scenarios for businesses, community based organizations, diverse communities, and relevant other stakeholders.

**(E144)**  
**Creating Safe Spaces; conflict resolution in multicultural workplaces, an emotional intelligence approach**  
**Alanna Hein**

Topics to be covered include:

- Identifying stumbling blocks to conflict resolution
- Exploring the meaning and value of creating safety in resolving ongoing conflicts
- Reviewing and applying effective tools for conflict resolution
- Understanding the impact of using emotional intelligence skills to create safety and resolve conflicts

When people feel safe addressing conflicts in their organizations, conflicts are resolved more easily. Instead of dividing us, conflict strengthens our ability to collaborate and increases both our organizational effectiveness and personal resilience. What does it take to create enough safety in your organization for people to be able to resolve conflict in a respectful and sustainable manner? How can we simultaneously be afraid of conflict and be successful at resolving conflict?

**(F150)**  
**Perspectives On Profiling (continued)**  
**Dana Lewis**

Perspectives On Profiling provides law enforcement, as well as the community, with an innovative tool to hone their ethical decision making skills and meet the complex challenge of profiling strategies. This product offers an interactive virtual learning experience that compels users to make critical choices. The class is a hands-on, experiential program that engages participants in discussions of tolerance, diversity, personal values and responsibility as they apply to the workplace, the community and beyond. The virtual experience solicits input, emphasizes learning points, asks questions, summarizes knowledge, provides a record of previous events, and offers positive and negative feedback. This unique training tool confronts a number of complex issues that surround the debate on Racial Profiling.

**(E146)**  
**Being an Inclusive Leader: Rising to the Occasion!**  
**Tiffany Brandreth**

An inclusive leader who manages others is someone who creates an environment where each person is able to perform at their best without having to adapt or assimilate into a "one size fits all" culture to be successful or earn opportunities for advancement. Anyone who has direct reports or is an individual contributor, and would like to ensure they are promoting and fostering workplace dynamics of productivity, teamwork, and creative solutions, then this will be the workshop for them. Oftentimes, even with our best of intentions, we can demonstrate exclusionary behaviors in our subtle verbal and nonverbal cues. Exclusion, whether unintentional or intentional, results in a loss of a working relationships, employee disengagement, productive contribution, decreased morale and motivation, and even turnover. Participants in this workshop will leave with the capability of immediately applying inclusive behaviors and communication and eliminating unconscious behaviors that are exclusionary. Participants will also gain understanding of the components that create an inclusive environment from a systemic standpoint becoming more effective with their one-on-one relationships, teams and departments, and as a contributor to the organization as a whole.

**(F152)**  
**Political Humanity: GLBT Politics in Oregon**  
**Kristin Flickinger**

This workshop will have 3 sections including: the history of GLBT politics in Oregon, humanity as a political football throughout these campaigns, and finally, iAsk a Gay/ Q & A regarding any and all of the questions attendees have ever wanted to ask a GLBT person.

Participants will be given a timeline and structure for understanding GLBT politics. Participants will also examine the use of particular language to transfer power from one group to another in political contexts. Participants will be engaged throughout with interactive activities and question/answer sections.

# Workshop Period 3 (1:30p - 4:00p)

**(E145/E146)**  
**A Common Humanity: Transcending to Unity through Difference**  
**Nanci Luna Jiménez**

Continued Discussion from Keynote Presentation.

**(E142)**  
**The Pros and Cons of Affinity Groups in the Workplace**  
**Debbie Caselton and Panel**

Affinity Groups have emerged in the workplace as a way to address diversity initiatives. For many employers with a strong top-level commitment to diversity, the benefits of affinity groups have grown over time from the primary intent - to provide a forum in which members of an organization who share common interests, issues or concerns could meet to address those issues – to multi-faceted benefits that impact recruitment, retention, marketing and customer relations. On the other hand, many employers and employees see affinity groups as just a social network or as a way to separate the different diverse groups. In this workshop, there will be a panel of affinity group chairs that will talk about the pros and cons of having affinity groups based on their experiences.

**(E147)**  
**Introduction to Transgender Youth Issues**  
**Reid Vanderburgh**

This workshop will present an introduction to transgender issues in general, with a focus on issues specific to transgender youth and their families.

Families with transgender youth experience isolation and marginalization if they try to help their child actualize their true gender. Many such families would like to be supportive of their child's identity, but are met with disbelief and resistance when attempting to help their child transition socially in school and other social settings. In keeping with the conference theme of diversity and creating common ground, this workshop will help participants connect with the experience of parents who are doing what they feel is best for their children.

Participants will be engaged by presenting them with various scenarios experienced by some of the families I've worked with, encouraging small-group discussion of the issues involved and what solutions participants might suggest.

**(E143)**  
**RACE The Power of Illusion (Part 3)**  
**Beverly Bolensky Dean**

Conference participants will view Public Broadcasting Service (PBS) documentary: "The Power of an Illusion," episodes 1 & 2 in the morning session followed by a group discussion. The afternoon session will feature episode 3 followed by a group discussion of the entire film. This workshop is 5 hours and 30 minutes in length.

**Episode 3 - The House We Live In** asks, If race is not biology, what is it? This episode uncovers how race resides not in nature but in politics, economics and culture. It reveals how our social institutions "make" race by disproportionately channeling resources, power, status and wealth to white people. By asking, What is this thing called 'race', a question so basic it is rarely asked, Race - The Power of an Illusion helps set the terms that any further discussion of race must first take into account. Ideal for human biology, anthropology, sociology, American history, American studies, and cultural studies.

**(E141)**  
**We Got To Live Together**  
**Frank Tribble**

This workshop provides participants opportunities to engage their collective creativity and knowledge by sharing individual perspectives on how we can more effectively work and live together. It will include four activities.

1. Find Someone Who... is an ice breaker that helps participants to begin experiencing areas of common ground.
2. What is a US American is designed to engage participants in assessing whether there is a need to broaden our definition of US American and explores how we can be more inclusive of marginalized cultural groups.
3. "Community Report Card" will have participants evaluate how we as a community fare in providing equal access to community services.
4. "Dialogue For Working And Living Together" will be a group discussion to share perspectives as to how we can increase our effectiveness at working together more inclusively.

The purpose of this workshop is to re-emphasize the importance of acknowledging, appreciating and incorporating diversity best practices, but goes on to explore ways of working together toward addressing our common concerns and creating solutions to the problems that effect us all as human beings. Participants will be guided through activities and facilitate dialogue that provokes self - reflection, encourages individual and collective problem solving and promotes learning through the sharing of perspectives.

Workshop participants will experience activities which provide opportunities to reflect on personal knowledge and life experiences while engaging in dialogue that promotes sharing of personal perspectives. Each participant will have the potential for learning a variety of approaches enhancing inclusiveness in their professional and personal lives.

**(F149)**  
**Understanding the Impact of Social Class on the Delivery of Human Services**  
**Wayne Scott**

What do we mean when we say "social class"? Does it really exist in the United States? How do unspoken beliefs, misunderstandings, and myths about social class influence our interactions with co-workers and clients? The goals of the workshop are 1. to provide a framework and an open forum for participants to examine their beliefs about social class—a topic often considered taboo in this country; 2. to understand how those beliefs inform interactions with co-workers, citizens, and clients; and 3. to begin to imagine ways of transcending class biases and misunderstandings in interacting with others across differences in income, education, occupation and wealth.

**(E144)**  
**Including Everyone at the Table: Innovative Community Engagement Strategies**  
**Multnomah County-Citizen Involvement Committee**

The Multnomah County Citizen Involvement Committee (CIC) will host an interactive discussion on how to best include everyone at the table, highlighting outreach tools and lessons learned featuring the visionPDX project. Launched in 2005, visionPDX was the largest public engagement process Portland has completed to date, and one of the largest in North America – over 17,000 Portlanders weighed in with their opinions over two years. The project's innovative and creative public engagement strategies and extensive community outreach raised the bar in Portland for truly bringing new voices to the table. At this interactive workshop, project staff will share best practices, lessons learned and tools that can be used in public engagement endeavors, large and small.

**(F151)**  
**The Psychology of Hate**  
**Amy Marcus-Newhall**

This workshop will use a social psychological analysis and psychological research to understand why people hate others. It will offer the provocative premise that hate is simply an extension of intergroup violence and discrimination and that it is the consequence of normal psychological processes. Connections will be made to the workplace and discussion will focus on how to minimize the impact of these psychological processes.

**(F150)**  
**CAN WE TALK? Conversations about Racism, Prejudice, and Discrimination**  
**John Lensen and Johnny Lake**

WEB Du Bois said, "The problem of the twentieth century is the problem of the Color Line" (Lewis, 1995, p. 42). Race and the consequences of racism was a problem in America well before this present statement and had been a primary catalyst of the greatest internal conflict in the United States. Today, race remains a very sensitive issue for all Americans. The current Presidential election exposes the complexity and the difficulty American have with talking about race and racism in the past and present. Many of us become uncomfortable, afraid, or simply refuse to talk about it. A more modern philosophy of "colorblindness" also makes it seem inappropriate to talk explicitly about race at all, even though race remains like an elephant in the living room of American society. Can we talk honestly and openly about race without hurting each other? Can we express our feelings and thoughts about race without being a racist or an angry person of color? Can talking about race help create a better community? What will equity and justice respecting race and racism in 21st century America look like? Using the provocative film, The Color of Fear, by Lee MunWah, this session will begin an important conversation about race to help us talk in a safe, helpful, and productive way about race, prejudice and discrimination.

Racism is a primary dividing force in the United States and the world. Real unity is based in honesty that penetrates the surface of superficial appreciation for diversity – bringing up bias, racism, fear and anger – and moving into the ways to support each other in our work.

This workshop is based in dialogue focused on participant experiences and insights. We will use dyads, small groups, and large group conversations.

**(F152)**  
**Political Humanity: GLBT Politics in Oregon**  
**Kristin Flickinger**

This workshop will have 3 sections including: the history of GLBT politics in Oregon, humanity as a political football throughout these campaigns, and finally, iAsk a Gay/ Q & A regarding any and all of the questions attendees have ever wanted to ask a GLBT person.

Each participant will be provided with a printout of powerpoint presentation with room for notes. Participants will be given a timeline and structure for understanding GLBT politics. Participants will also examine the use of particular language to transfer power from one group to another in political contexts. Participants will be engaged throughout with interactive activities and question/answer sections.