

Keynote Speakers

Baruti Artharee

Baruti L. Artharee is the Regional Director of the Office of Diversity for Providence Health System Oregon. His responsibility includes development and enhancement of organizational diversity initiatives in the areas of education, contracting, marketing, recruitment and cultural competence. Providence is a \$2 billion corporation with 14,000 employees.

Prior to his present position, he was appointed the Deputy Executive Director for the Portland Development Commission (PDC). He was responsible for oversight of internal operations for the Commission staff of 162 and annual budget of \$300 million. Previous to his appointment, he served as the Director of Housing and was responsible for directing citywide programs to finance development and rehabilitation of affordable housing.

Before joining PDC, he served as Director of the Oregon Housing and Community Services Department. He was appointed by former Governor Barbara Roberts and re-appointed by Governor John Kitzhaber.

Mr. Artharee is the former President of Coast Industries, one of Oregon's oldest minority owned firms. Prior to joining Coast Industries in 1989, he worked with Boise Cascade Corporation for 15 years in various positions in sales and marketing. His last position was as Western Regional Manager with responsibility for the sales and distribution of printing papers throughout the 13 western states.

He is a graduate of Compton High; Linfield College, with a Bachelor of Arts in Business Administration and Education; University of California, Berkeley, Graduate School of Business Administration, Executive Program; and the Leadership for the 21st Century Executive Program at the John F. Kennedy School of Government at Harvard University.

His affiliations have included: Board Member, National Council of State Housing Agencies; Senior Fellow of the American Leadership Forum of Oregon; Trustee of Linfield College; Commissioner on the Metropolitan Exposition-Recreation Commission; and Chair of the Urban League of Portland.

Mr. Artharee has been recognized for his community service by the African American Alliance for Homeownership; Volunteers of America; National Association of Minority Contractors; and the Northeast Business Association. He has received the Multnomah County "Public Health Hero" Award; Linfield College "Mentor of the Decade" Award; the Willamette University "Living Legend" Award, and the "Mayor's Spirit of Portland" Award.

He currently serves on the board of the Oregon Facility Authority and he is former co-chair of the Multnomah County School Efficiency and Quality Advisory Council.



Lawson Inada

Lawson Fusao Inada was appointed Oregon's fifth Poet Laureate by Governor Ted Kulongoski on February 17, 2006. The post had been vacant since 1989 when William Stafford last held it. The appointment is for two years, with the ability to renew it for another two years. Oregon's previous poets laureate are: Edwin Charles Markham (1921-1940), Ben Hur Lampman (1951-1954), Ethel Romig Fuller (1957-1965) and William Stafford (1974-1989).

Lawson Fusao Inada is an emeritus professor of writing at Southern Oregon University in Ashland. Inada is the author of five books: Legends from Camp, Drawing the Line, In This Great Land of Freedom, Just Into Nations and Before the War. He is the editor of three important volumes, including the acclaimed Only What We Could Carry: The Japanese-American Internment Experience. On two previous occasions, in 1972 and 1985, Professor Inada won Poetry Fellowships from the National Endowment for the Arts and his work has appeared in The Best American Poetry.

In addition to these individual publications, Inada has written critical introductions to a number of works, such as John Okada's No-No Boy. He is also a contributing editor for the Northwest Review and was the narrator for PBS specials on "Children of the Camps" and "Conscience and the Constitution." In 2004 he was one of only 185 artists, scholars and scientists chosen from a nationwide pool of 3,200 applicants to receive a Guggenheim Fellowship. He is currently serving as the Steinbeck chair for the National Steinbeck Center, a forum established to promote a community-wide celebration of literature in the tradition of John Steinbeck.

Inada has been recognized by the President of the United States, appearing at the White House in "A Salute to Poetry and American Poets." His poetry volume Legends from Camp, received a 1994 American Book Award and was featured on CBS Sunday Morning. He is a winner of the Governor's Arts Award (1997), the Oregon Book Award (for Drawing the Line, 1997), and the Pushcart Prize (1996) for poetry.

In 1997, he was awarded a Creative Arts Grant from the Civil Liberties Public Education Fund and his work has been the subject of a documentary titled What It Means to Be Free: A Video about Poetry and Japanese-American Internment and an award-winning animated film of Legends from Camp made in collaboration with his son, artist Miles Inada.

Oregon's Poet Laureate program is a collaborative project of the State's five cultural partners, Oregon Arts Commission, Oregon Council for the Humanities, Oregon Heritage Commission, Oregon Historical Society, and State Historic Preservation Office, with funding from the Oregon Cultural Trust.



Conference Evaluation Forms

We would appreciate your feedback on this year's conference! Evaluation forms are available online at: www.portlandonline.com/omf/index.cfm?c=32780

Conference Schedule

7:30 a.m. – 8:30 a.m.	Registration
8:00 a.m. – 8:30 a.m.	Opening Activities
8:30 a.m. – 9:08 a.m.	Opening Welcome Remarks
9:08 a.m. – 9:20 a.m.	Martin Luther King Jr. Choir
9:20 a.m. – 10:00 a.m.	Keynote Speaker - Baruti Artharee
10:00 a.m. – 10:10 a.m.	Transition Break
10:10 a.m. – 11:40 a.m.	Workshop Session 1 and Executive Session
11:40 a.m. – 12:40 p.m.	Lunch and Networking (on your own)
11:45 a.m. – 12:30 p.m.	Entertainment and Networking in Ballroom
11:40 a.m. – 12:45 p.m.	Registration for Afternoon Session
12:45 p.m. – 1:25 p.m.	Afternoon Keynote Speaker - Lawson Inada
1:25 p.m. – 1:35 p.m.	Transition Break
1:35 p.m. – 3:05 p.m.	Workshop Session 2
3:05 p.m. – 3:15 p.m.	Transition Break
3:15 p.m. – 4:45 p.m.	Workshop Session 3
4:45 p.m.	Adjourn

The diversity conference will not be providing lunch this year. Instead, light refreshments served buffet-style will be offered in the morning and afternoon. Conference attendee packets will contain a listing of food vendors located within close proximity of the Oregon Convention Center.

Sponsors



Tom Potter
Mayor



Bill Kennemer
Chair



Diane Linn
Chair

Additional Information

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



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Diversity: From Awareness to Accountability

13th Annual Diversity Development Conference

December 14, 2006

Diversity: From Awareness to Accountability

Workshop Session 1 (10:10a - 11:40a)

(D133)
Diverse Teams: Cultivating and Utilizing the Opportunity for Added Value
Cliff Jones

With greater diversity comes an opportunity to bring new thinking, understanding and action into every aspect of how we do business. Often we work hard to achieve diversity, but then proceed with business as usual; in part because we have not developed the awareness, skills and systems for maximizing this resource. How can we achieve more of the 'value added' that we hold out as one of the promises of diversity? This session will explore opportunities and strategies within diverse teams for building team capacity, effectiveness and dynamism.

(D134)
Planning for Diversity: From Committee to Commitment
Denise Kleim and Mikal H. Shabazz

This workshop will take you from concept to commitment, sharing a comprehensive and "hands on" approach to plan for diversity. We will focus on team and relationship-building between staff, management, and Diversity Committee members. The speakers will show how "taking the time to save time" and using Committee retreats are tools to advance ideas, establish rapport, and congruence. They will discuss the challenge of making the diversity mission and message clear from the top down and the value of providing support and encouragement from the bottom up. Measuring progress, lessons learned, and plans for the future will wrap up the session. Workshop participants will come away with practical tools for increasing awareness of and ensuring accountability for diversity issues.

(D137)
Conscious Communication – The Invisible Rules
Ethan Knight

Communication is a vital part of our day-to-day interactions. In fact, most of what we say and hear are so habitual that we usually "tune out" what is really being said. This workshop takes a focused look into the ways we let our unconscious mind dictate what we say and how we listen. Through an interactive approach, we will explore ways to speak with more clarity, listen with more heart, and ultimately gain a greater understanding of how the invisible directives we have affect the personal and professional environments we live in.

(D138)
Effects of Parental Incarceration on Children – The Invisible Victim
Rod Cook and Cindy Duran

There are approximately 20,000 children in Oregon who have an incarcerated parent. These children have often lived through previous parental imprisonments and endure environments that may include addictions, the chaos of financial instability, caregiver stress, failing schools, and communities which lack resources. This interactive workshop will give participants the opportunity to hear from a former methamphetamine addict & Coffee Creek Correctional Facility inmate about her journey through the maze of self discovery, agency and societal barriers and reconciliation with her five children.

(D139)
Eight Principles of Diversity Development™/TM
Joseph M. Quinones
This workshop will present the **Eight Principles of Diversity Development™** that are the foundation for building cultural competency and inclusiveness in organizations. The Eight Principles will be outlined and workshop participants will have the opportunity to explore how the principles apply to their specific workplace.

(D140)
Cultural Competency in Organizations
Masami Nishishiba

This workshop will focus on the conceptual framing of cultural competency that can be applied at all levels of organization. Through interactive discussions and exercises, participants will have an opportunity to develop better understanding of the meaning of diversity, cultural competency, and some tools to develop cultural competency in the organization.

(E141)
Tight, Phat, Cool, Copacetic: Communicating Across Generations
Peggy Ross and Judy Trotter

Participants will assess their own experience in cross-generational work situations. They will do this twice: once through a fun, self-guided exercise, and second, in a small group exercise. Through lecturettes and generation-defined table groups, participants will learn the general characteristics of the four generations: their values, entrance to, and exit from the workplace, work ethics, and varying expectations.

(E142)
Transportation Equity: The New Civil Rights
Bruce Watts

Without the ability to get from point A to point B, you are DEAD in the water. Transportation equity was a critical element of the civil rights movement from its beginning. December 1, 1955, was the day when Rosa Parks refused to give up her bus seat to a white passenger. Rosa Parks was arrested and fined for violating a city ordinance that required blacks and whites to sit separately on buses. With the work of Dr. Martin Luther King, Jr. and Rosa Parks, segregation on buses was ruled unconstitutional. In 1964, the Civil Rights Act was passed prohibiting any public agency receiving federal funds from creating programs or policies that discriminate on the basis of race.

(E143)
Size as a Diversity Issue
Stacy Blas, Chelsea Lincoln, and Marie Fleischmann
Panel discussion of size as a diversity issue in schools, the workplace, and social structure. Analyzing current issues, troubleshooting scenarios, and brainstorming solutions.

(E144)
Enhancing Cultural Awareness, Realizing Personal Assets
Aisha Hollands and Tasha Wheatt-Delancy
This workshop will assist participants with exploring the concept of cultural awareness, discussing the elements of inclusion, defining the role of "Ally" through engaging dialogue and activities that will result in individual transformation, improved relationships and organizational change.

(E147)
CAN YOU HEAR ME NOW – Lifestyle Analysis in a Diverse World
Floyd Cruse (Cruse & Associates)
The workshop will explore the diversity of lifestyles we have and how they affect our public and private lives. Participants will gain skills to enhance their effectiveness in intercultural and cross cultural communications.

(E148)
Transgender Issues – A Holistic Perspective
Reid Vanderburgh, MA, LMFT

Making decisions about transitioning from one gender role/bodily sex to another is a holistic process, affecting every aspect of a person's life. This workshop will discuss the process from a non-pathologizing perspective. We will discuss issues such as: disclosure to family/partner/spouse; workplace issues; resocialization into a new gender role; "post-transition" issues; how young is too young? There will also be time allotted for Q&A.

Workshop Session 2 (1:35p - 3:05p)

(D133)
Effective Cross-Cultural Communication
Donny R. Adair and Deborah Stein

This will be a demonstration of Module Four of the City of Portland Employee Cultural Competence in the Workplace Training Program (ECCW). The workshop will briefly overview this training program which is available to all City employees on an on-going basis. This workshop will also take participants through a modified version of a 2-hour. Donny and Deborah, who are co-facilitating the full 4-hour course for ECCW, will engage participants on cultural patterns in communication.

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(D138)
The Business Case For Diversity – A Business Case for Diversity and an Action Plan to Achieve Results
Baruti Artharee

Workshop will review and discuss the 11-step Diversity Action Plan prepared by Partners in Diversity, a public and private sector coalition of organizations committed to the promotion of diversity.

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(E143)
Identifying Ourselves
Lawson Inada
We all carry a "photo id" – but in this workshop we will discuss who the "whole person" really is.

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(Ballroom 252)
From Awareness to Action: Head, Hand & Heart
Dr. Robert Hayles

This workshop will clarify what is meant by diversity and inclusion in the 21st century. It will examine why public servants might care about this topic and what happens when we address diversity and inclusion appropriately and competently. Next, the workshop goes into what gets in the way of moving from awareness to action. Finally, the session will touch how it feels when we succeed.

Workshop Session 3 (3:15p - 4:45p)

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(D137)
Disability and Government: Basics for Better Service and Support to People with Disabilities
Nickole Cheron

Workshop will cover various areas of disability including ADA, emergency preparedness, and community engagement. Workshop is designed as a 101 overview.

(D138)
Building a Foundation for Diversity Councils that Work
Robert Phillips (Facilitator and Presenter)
KaRin Johnson and Graham Harriman (Presenters)

This workshop will take participants through all the steps involved in creating and maintaining successful diversity councils. Participants will walk away with ideas for invigorating or starting councils in their organizations.

(D139)
CCMC Demonstration of Module 1, Orientation to Diversity
CCMC Staff - Stephen Bouffard, Grisha Alpernas, and Chad Withrow

This workshop will be a demonstration of a portion of one of the classes in the Cultural Competency Management Certificate Training Program (CCMC) of the City of Portland, developed by the Executive Leadership Institute at Portland State University. There will be a brief overview of this revolutionary internal management training program. It will not count as one of the courses toward certification. The content has been revised/shortened for the diversity conference and there will be no certification assignment. However, participants will enjoy and benefit from the content, interaction and updates on what the participating agencies have done and are doing to promote diversity development. Managers and employees from Clackamas and Multnomah Counties or the City of Portland can experience some of the 24 hours of training all managers in the city must attend.

This workshop will provide participants with an overview of diversity development and cultural competency as they apply to the workplace. Diversity Development and Cultural Competency will be defined and the theories underlying these concepts explained. Techniques for diversity-centered organization development and individual cultural competency development for managers and employees will be presented. This course is modified to include a review of the City of Portland's Diversity Development Initiative and update what Multnomah and Clackamas Counties are doing to implement diversity.

(D140)
Uniting to Understand Racism (UUR) – Background, History and Dialogues and Other Outreach. Overview of Partnership With the City of Portland
Maceo Pettis

Uniting to Understand Racism (UUR) is a non-profit organization. UUR conducts dialogs and educational discussions regarding issues involving racial discrimination. UUR is currently providing dialogs for employees of the City of Portland. Maceo Pettis is a retired social services manager for the State of Oregon, Member of the UUR Board of Directors and a dynamic facilitator. He will acquaint participants with UUR, share information regarding their unique curriculum and engage participants in a lively discussion.

(E141)
Breaking Barriers: Concrete Tools for Working with People in Poverty
Donna Beegle

This session provides participants with the tools of oral and print culture to enhance communication skills necessary for reaching across poverty barriers. Most of our social service and education systems are set up to support people coming from a print culture orientation. Social services are often alienating to families from generational poverty that have an oral cultural world-view. How we get our information shapes how we relate to one another and how we experience the world. Many people from lower-class backgrounds get their information verbally, creating an "oral" culture thought process. Many people from middle-upper class backgrounds gain their information from reading, creating a "print" culture thought process. Understanding these different thought processes could improve communication across class barriers and increase success in the educational environment. Opportunities for improving communication and relationships are enormous when these concepts are understood and incorporated into every aspect of the service process.

(E142)
The Diverse Oregon Workplace
Christian Kaylor

Christian will review current workforce demographics relating to minority employment and present forecasts of the increasingly diverse U.S. workforce of 2050.

(E147)
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