

LEADING

with

**RACIAL
EQUITY**

through

ACTION

and

ACCOUNTABILITY



Keynote Speaker

Gerardo Ochoa



Gerardo Ochoa (He, Him, Él) is Director of Community Relations and Special Assistant to the President at Linfield College in McMinnville and Portland, OR. He has served Linfield in multiple capacities since 2004. Mr. Ochoa holds formal appointments to the President's Diversity Advisory Committee (chair) and the College's strategic planning and budget councils.

In addition to being a college administrator, Mr. Ochoa is a co-author and independent consultant of Path to Scholarships®, a college readiness curriculum. Since 2006, he has worked with thousands of diverse students from urban and rural high schools, community colleges, private colleges, and state universities on college access and affordability. He consults with higher education institutions on the inclusion of Latinx students, best practices to engage and serve undocumented students, and teaching strategies that draw on talents and address the needs of first generation students. He believes in the power of personal stories to build empathy, create opportunities, and influence change. As keynote speaker, his story of perseverance has reached audiences convened by organizations such as the Hispanic Metropolitan Chamber of Commerce, the Ford Family Foundation, Portland State University, and most recently a TED Talk.

Mr. Ochoa carries out his life purpose of service as a board member of the Hispanic Metropolitan Chamber of Commerce. He has been an active member of the Beaverton School District's Budget Advisory Committee, scholarship chair of the César Chávez Leadership Conference, and Scholarship Toolkit contributor with the National Scholarship Providers Association. He is co-founder of the Mente Summit, a Latino male higher education conference. He is a member of Harvard Alumni Association and Toastmasters International. He was honored as Administrator of the Year by Linfield College in 2010 and received the OrCAN Superstar award in 2013.

Mr. Ochoa holds an Education Masters from Harvard University and a Bachelor of Arts in Sociology and minor in Latin American History from the University of Oregon. He is an American Leadership Forum Fellow and an alumni of the Senior Leadership Academy sponsored by the Council of Independent Colleges and the American Academic Leadership Institute. He is a contributing author for Latinx/a/os in Higher Education and a regular education writer for the Somos Timbers Magazine. Gerardo is a proud father of a recent college graduate, and lives with his wife and their five-pound yorkie named Mambo.

Morning Speaker

Sherrelle Jackson



Sherrelle Jackson's employment at Multnomah County spans almost two decades. She has a vast portfolio of work supporting and being a champion of diversity, equity, and inclusion. She held her most recent position at the County for 10 years, being a part of the management team at the Department of County Human Services, as Program Manager for the Children and Young Adults Program in the Intellectual and Developmental Disabilities Services Division. She recently accepted a new role for Department of Human Services with

the state as the District Manager for Child Welfare and Self-Sufficiency Programs in Multnomah County.

In addition to her professional advocacy, Sherrelle founded and implemented an inspiring non-profit venture for teenage girls, "Why I Rock," which in the last year brought together nearly one hundred inner city girls of color (ages 10-15).

Executive Session

8:45 am - 11:45 am



Room F150

Mission Critical: Diversity, Equity and Inclusion and Advancing Organizational Change

Hanif Fazal

What's involved in becoming a truly equitable and inclusive organization? And what role do leaders play in advancing this work? After partnering with over one hundred organizations, including several municipalities, the Center for Equity and Inclusion understands that the essential first steps in becoming a more equitable and inclusive organization involve the development of a common language and the transformation of the internal culture, systems, policies and practices where people work. And that takes time, collective will, skills, tools and leadership. Join CEI's founder, Hanif Fazal in defining some basic terminology, examining case studies and learning from his personal experience in order to explore what is required of organizations and their leaders as they advance EDI efforts internally and externally.



Room F151

Race Matters

Glenn Singleton

The unfortunate US history of racism as well as the current problematic racial disparities across every sector of society point to a truth...Race Matters! Still, many corporate policy, programming and practice guidelines fail to align with this reality. When leaders in corporations develop deeper understanding of the omnipresent impact of race on their workforce composition, marketplace of consumers, product appeal and overall brand perception, and effectively act on their newfound understandings, lasting change begins. Increasing racial diversity is not merely a statistical exercise or response to external pressures, rather, it is grounded in intentional efforts to create and sustain a culture and climate in which all employees, especially traditionally marginalized Black, Brown and Indigenous employees, discover and produce through their most empowered selves.



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Workshop Period 1

8:45 am - 10:15 am

Room D133/134

From Terrible to Terrific: Transforming Workplace Culture

Kelly Rosteck

The Youth Conservation Crew employs youth ages 14-18 in natural resource work for the City of Portland. The program brings together people of many different races, ethnicities, immigration statuses, gender identities, economic situations, sexual orientations and abilities. This presentation will outline specific strategies for hiring, interpersonal relationships and transforming workplace culture.

Room D135/136

Unpacking & Navigating Microaggressions

Parfait Bassalé

What are micro-aggressions? How to be aware of them, yet be authentic, and not feel as though you are walking on eggshells? How do you interrupt them in a way that further relationships rather than criminalize the offender? In this workshop, participants will be able to 1) define micro-aggressions and their impact on target groups; 2) develop strategies to show up authentically while being aware and sensitive to marginalized populations; and 3) practice strategies to effectively interrupt micro-aggressions when they happen.

D137/138/139

From Outside to Inside: Connecting with Communities and Transforming Our Organizations

Erin Waters, Stephanie Detlefsen, Ivy Tate

This session will dive into successful techniques and strategies Kaiser Permanente Northwest has used to identify, engage, and teach from the lenses of our most marginalized communities. We will discuss how to develop and use diverse recruiting initiatives to create organizational infrastructure of and in support of marginalized identities, discuss pathways to successful partnerships with peer organizations to close gaps in access and understanding marginalized communities, spark collaboration between attendees to discuss avenues for effective education and training to improve cultural competency of existing staff at all levels.

Room E141/142

How Not to be a Terrible Ally

Bam Mendiola

This workshop is for people who make mistakes. This space is intended for those who don't always know what to say or do - but are interested in showing up. In this workshop, we will be holding space for our social locations and how we can use our positionality and privilege to act in solidarity with targeted communities. In this space, Bam Mendiola will share the mistakes they have made, the lessons they have learned, and the internalized oppression they are always un-learning.

Room E143/144

Intersectional Approaches to Racial Equity: How to Create a System that Works for Everyone

Yolanda Sánchez, Koffi Dessou, Jeff Selby

In this interactive workshop participants will examine the history and evolution of intersectionality as introduced by Civil Rights Activist and Legal Scholar, Kimberlé Crenshaw. Participants will learn why leading with racial equity is a priority by reflecting on the racial history of the US, and by examining the forms of discrimination that intersect to create additional barriers for Black people, Indigenous people and People of Color.

Room E145/146

Moving From Ally to Accomplice: How Far Are You Willing to Go to Disrupt Racism in the Workplace?

Tai Harden-Moore

The goal of this presentation will be to help attendees understand that being an ally is not enough because simply listening and observing is not enough. In order to disrupt racism and discrimination in the workplace, and beyond, we must be willing to speak up for and with marginalized groups, even if that means we are putting our own privilege at risk.

Room E147/148

Culturally Responsive Approaches to Measuring Your Equity Work

April Arevalo, Alanna Hein

Chances are good that your organization is already gathering data about how equitable and engaged your organizational culture is. This session will help you understand how to use the data you already have to gain insight into what your organization can do to improve its culture. Participants can also learn how to use small steps and ongoing feedback to improve both data collection practices and organizational culture. In particular the session will address how to use culturally responsive approaches to measuring your equity work and what to do about the data you've collected once you understand what the data means.

Workshop Period 2

10:30 am - 12:00 noon

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Workshop Period 3

2:00 pm - 4:00 pm

Room D133/134

Cultivating Change Makers: Investing in the Next Generation of Leaders

Ivy Tate, Erin Waters

This presentation is about educating employers on the importance of creating pipelines of internship opportunities for diverse, innovative, and goal-driven new careerist or transitioning professionals to gain working experience to be the next generation of leaders within their organizations. The foundation of the presentation is built on addressing the Equity Initiatives that directly target underserved/marginalized populations, students of color, women, students with disabilities, veterans, and students from the LGBTQ+ communities. We will be using the success of Kaiser Permanente Pipeline programs for internships, fellowships, and high school programs to highlight key culturally responsive recruitment practices on hiring, converting, and retaining highly-qualified and diverse talent.

Room D135/136

Whiteness at Work

Alexis Braly James

The presenter's entire training is infused with restorative justice, trauma informed care, and ADDIE adult learning design. This session provides understanding and deconstruction of white supremacy and white fragility through activities, readings and personal narrative. We then will bridge to white ally-ship. Participants will be set up in small groups and a safe container will be created through agreements and a clear common purpose. A white supremacy checklist will be provided that can be shared with others and used to create a work plan for removing barriers at work and community of advocates and allies in the work of diversity, equity, and inclusion.

Room D137/138/139

Be the Bridge: Be Part of the Solution

Parfait Bassalé

Based on his lived story of growing up in a non-racialized native West Africa, Parfait Bassalé explores what it means to live in the USA two decades as a minority who understands white privilege. Parfait explains the Be The Bridge Model (a framework to guide engagement in social justice and equity work) and

illustrates its application at personal and professional levels. He shows how it has shaped relationships in his life and transformed an entire college campus in Olympia Washington. By means of stories and songs, he invites participants on an introspective journey of accountability.

Room E141/142

Employee Resource Guide: Nuts and Bolts Guide

Ben Duncan, Victoria Cross, Ashley Carroll, Mercedes Gutierrez, Natasha Davy

This session will focus on the role and importance of Employee Resource Groups in governmental organizations and on Multnomah County's efforts to expand the opportunities for participation through the development of a countywide policy that promotes engagement of employees, clarifies a broad vision for ERG contribution to the advancement of workforce equity, and creates dedicated and protected time for employees to participate.

Room E143/144

The Intersection: Making Queer and Trans People of Color Visible in Racial Justice and LGBTQ+ Movements

Alejandro Juárez, Elleona Budd, Brenda Garcia, James McKenzie

Racial Justice and LGBTQ+ Equality are often talked about as two separate issues. But for Queer and Trans People of Color (QTPOC) those issues are inseparable. This 2 hour workshop will challenge the common practice of interacting with POC spaces as exclusively straight and LGBTQ+ spaces as white only. Participants will engage in a discussion regarding the idea of intersectionality and will engage in a timeline exercise. The second half of the workshop will focus on the best practices for engaging in intersectionality when working towards racial justice in the workplace. This is an advanced workshop for participants who already have a commitment and base understanding of allyship in both racial justice and LGBTQ+ justice.

Room E145/146

Building Inclusive Teams: From Mitigating Structural Bias in Hiring to Accountability in Practice

Gerardo Ochoa

As the demographics of our communities continue to change, employees at every level need the skillset to manage difference. Drawing from experiences and case studies in higher education, this session focuses on how implicit attitudes, behaviors, and stereotypes reinforce structures that inhibit certain individuals from advancing in the workforce. The session provides an introductory exploration of the intersection of privilege, cognitive and structural bias, and micro and macroaggressions. As teams become more diverse, accountability measures become central to living up to Diversity, Equity, and Inclusion goals. The session reinforces the importance of having cultural agility and empathy, and provides tangible tools for interrupting microaggressions, mitigating bias, and taking proactive steps towards accountability.

Room E147/148

Community Engagement for Community Benefit

Yian Saechao, Esther Kim

As more organizations and institutions implement Equity, Diversity, and Inclusion practices and programs, suddenly, community engagement is on everyone's checklist of an equitable process. But how are these processes perpetuating oppressive cycles and systems in the name of equity and racial justice? Is community engagement a priority because your institution actually wants to change or is it a line in your funding measurables? Do you already have a plan set to get buy-in on or are you wanting to take leadership from the community to make lasting, impactful change? Join OHEA as we share our community engagement guidelines and share experiences in doing this challenging and necessary work.

Room F150/151

Race Matters

Glenn Singleton

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Conference Schedule

7:30 am – 1:00 pm

Registration Open (Portland Ballroom Lobby)

- Light Breakfast Served

8:00 am – 8:30 am

Welcome (Portland Ballroom)

- Performance: Indonesian Performing Arts of Oregon

- Conference Convener: Sylvia Cossar, Co-Chair

- Morning Speaker: Sherrelle Jackson

8:45 am – 10:15 am

Workshop Period 1

8:45 am – 11:45 am

Executive Sessions

10:30 am – 12:00 pm

Workshop Period 2

12:00 pm – 1:40 pm

Lunch Program (Portland Ballroom)

- Entertainment: No Alibi

- Conference Convener: Sylvia Cossar, Co-Chair

- Keynote Speaker: Gerardo Ochoa

- The Robert Phillips Award: 2019 Recipient Debbie Caselton

2:00 pm – 4:00 pm

Workshop Period 3

4:00 pm – 6:00 pm

Optional Post-Conference Networking Reception

The 26th Annual Northwest Public Employees Diversity Conference is proudly sponsored by:

Beaverton School District

Bonneville Power
Administration

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City of Gresham

City of Hillsboro

City of Lake Oswego

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