

2024 DEI EMPOWERMENT CONFERENCE

Equity and Belonging Through Disrupting Policy and
Practice





AGENDA

Summary

Attendance

Participant Feedback

Looking Ahead

CONFERENCE SUMMARY

SUMMARY



This year's conference saw great success in promoting diversity, equity, and inclusion (DEI) learning and growth.

Nearly 500 books were distributed, new paths for audiobook and eBook giveaways were created, and attendees earned Continuing Education credits.

The event featured keynote speaker Ijeoma Oluo, with her session replayed over 450 times.

Attendees from 129 organizations representing most public sectors in Washington state.

Key topics included supremacy in the workplace, allyship, and institutional bias, driving a focus on shared power and DEI program improvement.

2024 CONFERENCE ENHANCEMENTS



Provided Continuing Education credits for various professional societies.

Distributed nearly 500 books in various formats (paperback, eBook, audiobook).

Established a new path for audiobook and eBook giveaways.

Hosted a book signing with keynote speaker and author Ijeoma Oluo.

Partnered with Business Resource Groups (BRGs), presentations comprised 25% of overall conference content – HAPPEN, VERG, LLN, & DIN.

CONFERENCE ATTENDANCE

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ATTENDANCE SUMMARY



Participation

- **129** Organizations
- **4,900** Average participants each day of conference
- **1,390** Average participants per session
- Mix of new & returning attendees



Date Change Impact

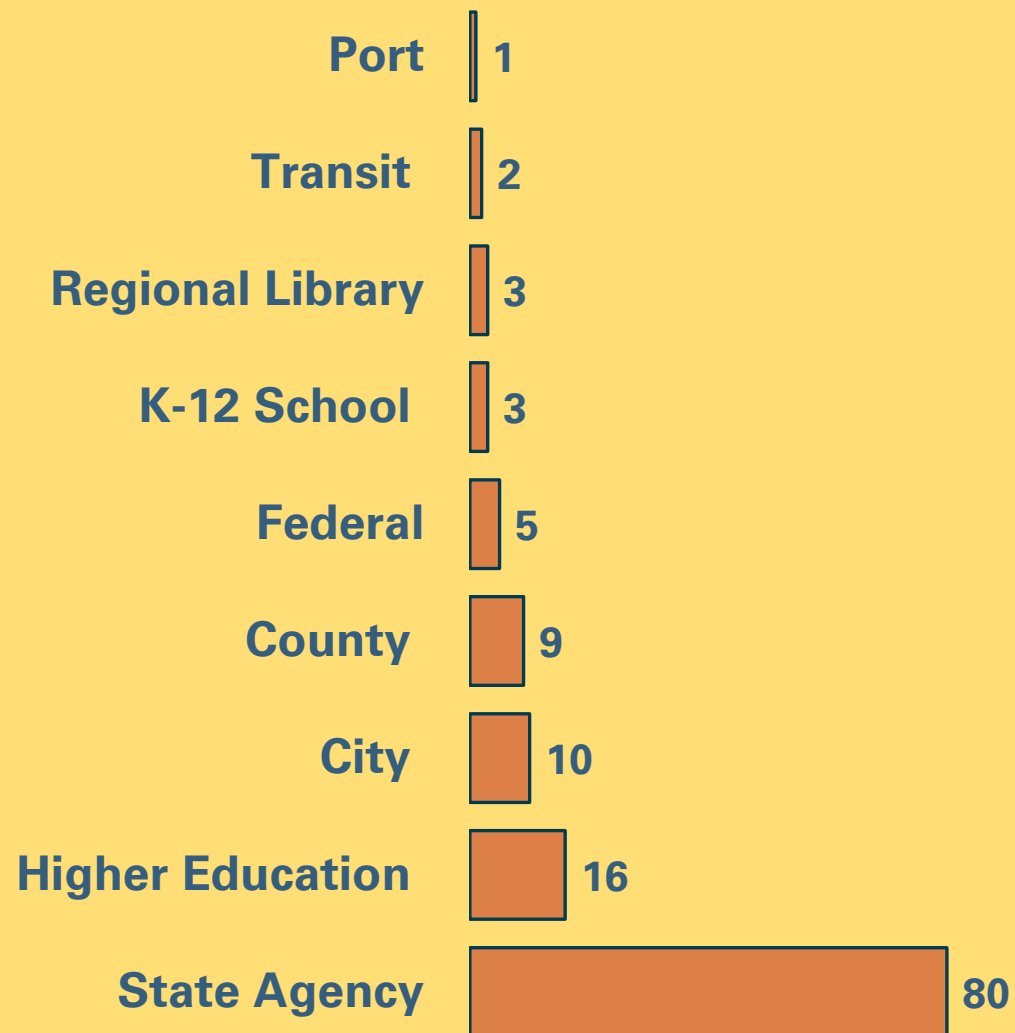
- No impact to attendance noted in the data
- First day of conference continues to be most heavily attended
- No significant difference in total attendance from previous year

SUPPORTING ORGANIZATIONS

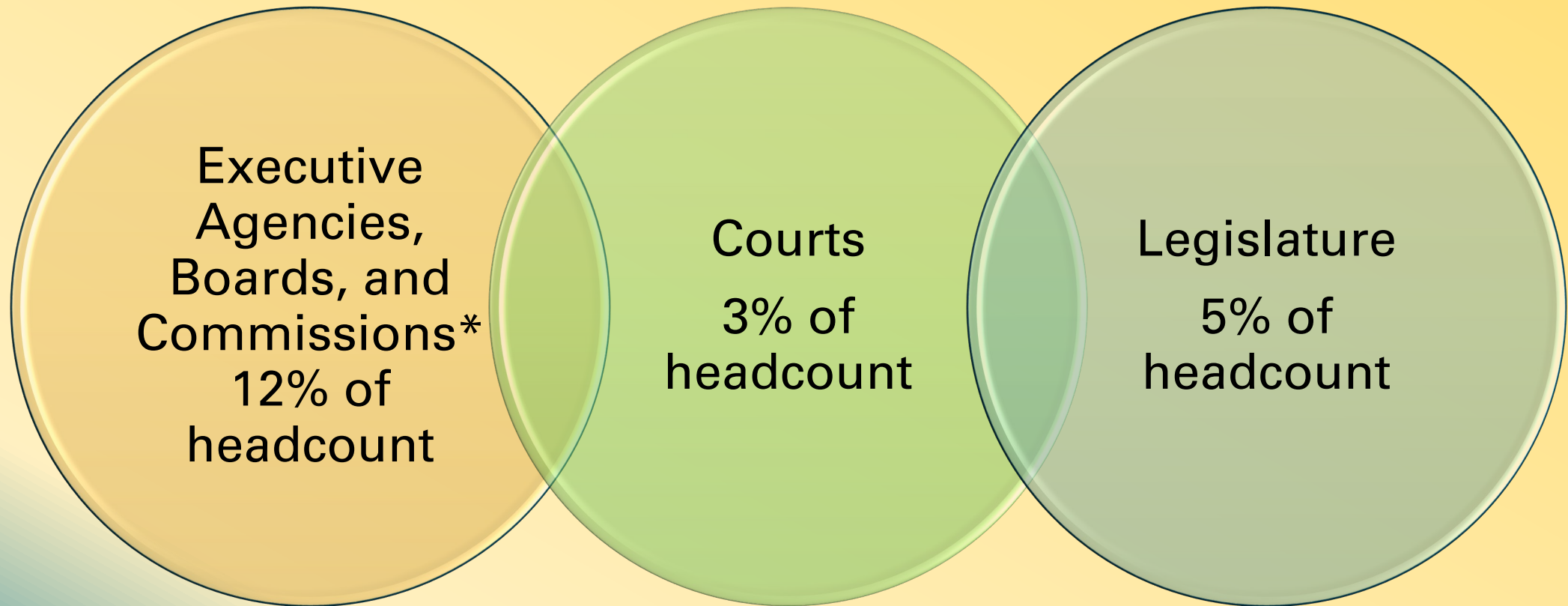
Professionals representing most public sectors in Washington state gathered in this collaborative learning environment to enhance their knowledge for application in their personal lives and in serving the citizens of Washington more effectively.



Count of Organizations by Type
(129 total)

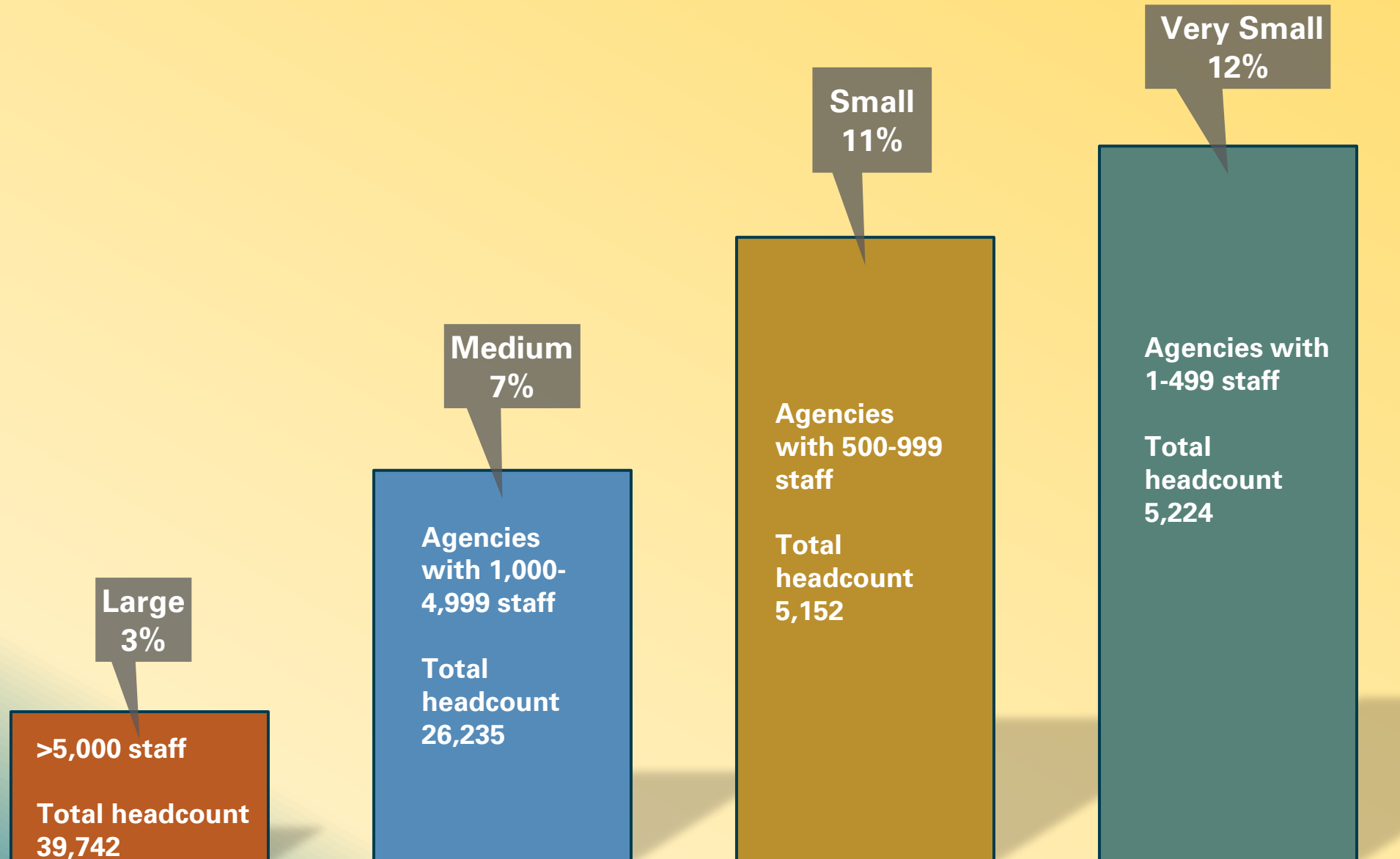


STATE AGENCY PARTICIPATION SUMMARY

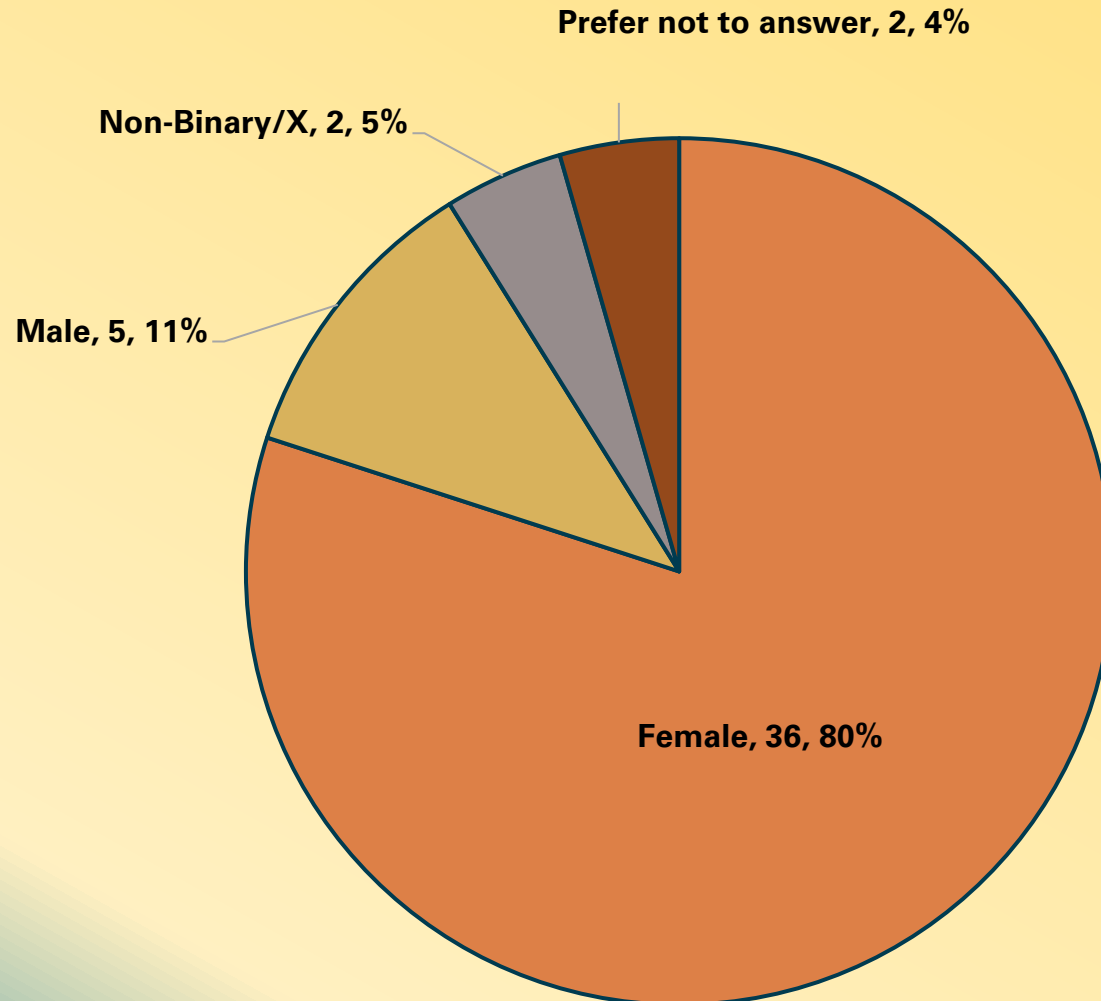


**65 of 85 Executive Branch Agency Participation*

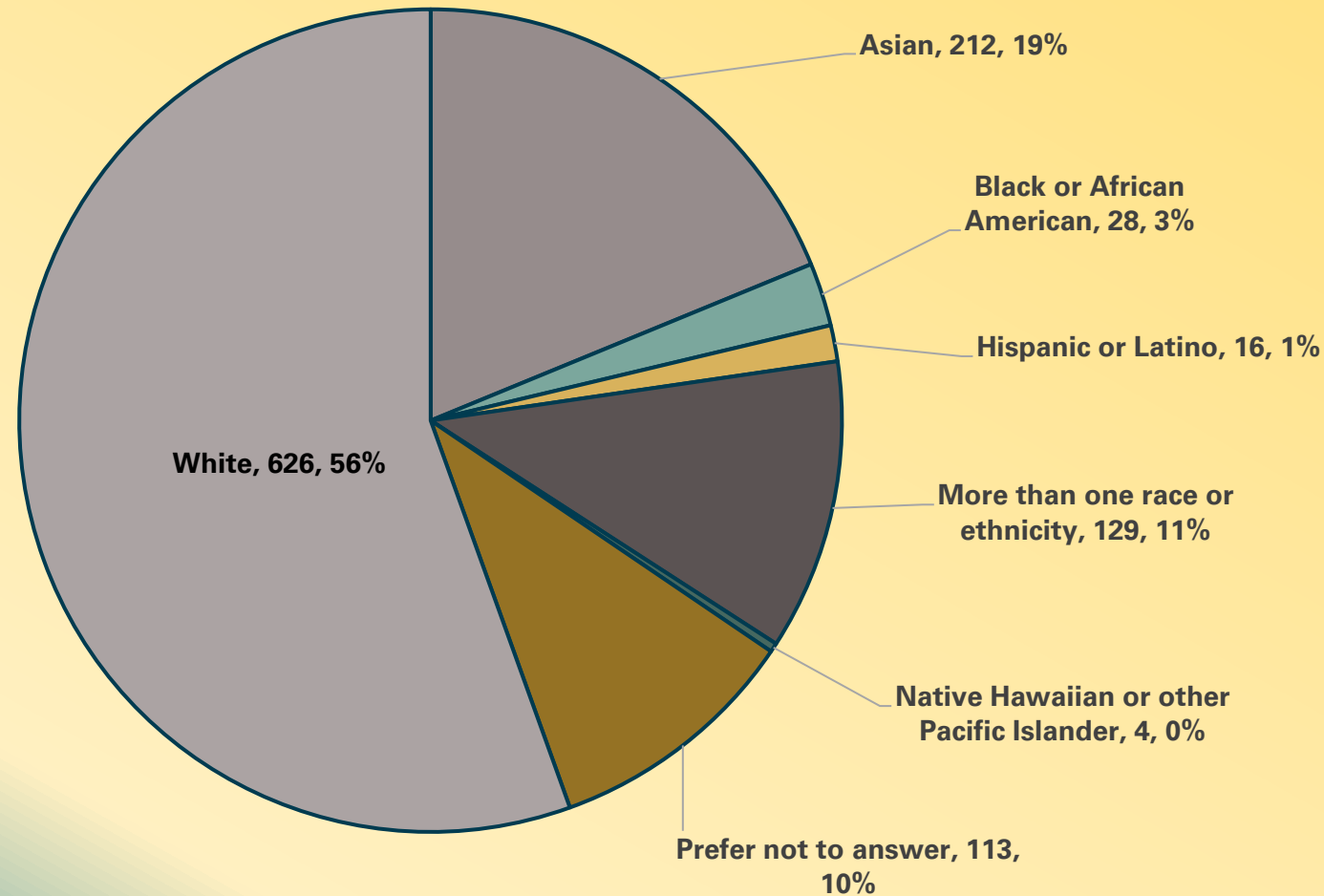
BREAKDOWN BY EXECUTIVE BRANCH AGENCY SIZE



PARTICIPANT DEMOGRAPHICS - GENDER



PARTICIPANT DEMOGRAPHICS – RACE/ETHNICITY



PARTICIPANT FEEDBACK

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MOST ATTENDED SESSIONS

Welcome Keynote with Ijeoma Oluo "Be a Revolution"!

2,468

Disrupting Organizational Status Quo By Identifying Equity Gaps in Policy and Practice Across the Organization

1,687

Embedding The 4-D Model of Neuro-Inclusive Communication

1,606

Equity and Belonging – Why am I so emotional?

1,605



TOP 5 SESSIONS RATED MOST HELPFUL



EMBRACING CHANGE

"Way we will change our behaviors"

Be less afraid to discuss equity issues with colleagues

Be more curious about other cultures and listen to lived experiences

Build more accessibility into in-person and virtual meetings including breaks every hour

Go forward with understanding accommodation requests as a mismatch of environment to employee needs and not a failure of the employee

Look for ways to include people with diverse lived experiences in policy and practice review (BRGs are a great resource!)

#1

Look for ways to increase shared power in decision-making and process development

Use Direct, Deliberate, and Diverse communication with my colleagues

FEEDBACK SUMMARY

Most helpful sessions for planning, implementing, or improving agency DEI programs

- Be a Revolution - Welcome Keynote with Ijeoma Oluo
- Normalizing Shared Power as a Tool to Disrupt Policies, Practices, and Processes (The 3 P's)
- The ADA: A Model for Disrupting Policies and Practices to Foster Equity

Top voted “Way we will change our behavior”

- Look for ways to increase shared power in decision-making

“Aside from learning how to implement DEIB into everyday workplace business, I really enjoyed the sessions that focused on cultural teachings. They helped to provide an educational basis for why we want to focus on DEIB and just an overall positive learning experience.”

LOOKING AHEAD

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TOPICS OF INTEREST FOR 2025

Top 3 Topics for Future Conferences Identified by Participants

- What does supremacy look like in the workplace
- Tools for successful allyship
- Tools to help explore institutional biases

Other noted topics of interest

- Agency HR policies and procedures reform
- Gender equity
- Financial and economic equity



CHANGES FOR 2025

- Stretch goal to get 9% Executive Branch participation
- Implement enhanced DEI Conference website
- Explore strategies and tools for increasing conference survey responses





THANK YOU

DEI Conference Planning Team

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