

#WA2020DEI

WHAT'S YOUR VISION?



DIVERSITY • EQUITY • INCLUSION

— WASHINGTON STATE SUMMIT 2020 —



GREATER TACOMA CONVENTION CENTER

TUESDAY, JANUARY 21, 2020

WEDNESDAY, JANUARY 22, 2020



Employment Security Department
WASHINGTON STATE



Washington State
Department of Social & Health Services

Transforming lives



Washington State Department of
Health



Department of Commerce



WASHINGTON STATE
Recreation and Conservation Office



Department of Corrections
WASHINGTON STATE

To improve safety by positively changing lives.



WSDOT



WASHINGTON STATE
DEPARTMENT OF FINANCIAL INSTITUTIONS



Department of **Revenue**
Washington State

"Working together to fund Washington's future"



Washington State Department of
Labor & Industries



Washington Office of Superintendent of
PUBLIC INSTRUCTION



WASHINGTON STATE
Department of Retirement Systems



WASHINGTON STATE DEPARTMENT OF
LICENSING

WSECU



ANNUAL WASHINGTON STATE DIVERSITY, EQUITY AND INCLUSION SUMMIT



“One of the hardest things in any organization is to institutionalize a culture. That’s what we’re engaged in here: Embracing a culture of inclusion and diversity and equity that becomes embedded in our organizational DNA.”

- Governor Jay Inslee

DIVERSITY

Describes the presence of differences within a given setting, collective, or group. An individual is not diverse – a person is unique. Diversity is about a collective or a group and exists in relationship to others. A team, an organization, a family, a neighborhood, and a community can be diverse. A person can bring diversity of thought, experience, and trait, (seen and unseen) to a team — and the person is still an individual.

EQUITY

The act of developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable (not equal) opportunity for all people. Equity is distinct from equality which refers to everyone having the same treatment without accounting for differing needs or circumstances. Equity has a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups.

INCLUSION

Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups show that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent, actions to expand, include, and share.

#WA2020DEI



WELCOME



Welcome to the Greater Tacoma Convention Center. This is a smoke-free facility. Smoking and tobacco use is restricted to the designated smoking area. Please contact the nearest Guest Services Representative to direct you to the location of the designated smoking area.

There is one ATM machine located on the fifth floor level near the escalators. Restrooms and elevators are accessible on every level. You will find clearly marked bins in high-traffic areas for you to dispose of recyclables.

Restrooms

- Restrooms are located on each floor (ask volunteers)
- Single-use restrooms are on each floor (ask volunteer)
- Restrooms located inside exhibit hall (to left of stage)

Breakout meeting room logistics

- Tuesday – 4 rooms on the 3rd floor and Exhibit Hall on 5th floor
- Wednesday – 6 rooms on the 3rd floor, 1 room on the 4th floor, and Exhibit Hall on 5th floor
- Individuals needing sign will have interpreters assigned to them

Lost and found is located at the 24-hour security office and can be reached by calling 253.830.6600. Lost items will be kept for one month; those unclaimed after that time will be donated to charity. In most cases, any unclaimed credit or debit cards are destroyed immediately as recommended by the issuing financial institution.

Nursing parents – There is a nursing parent's room with outlets, sink, and small refrigerator near the registration area. Ask any event staff for directions.

Refuel and Rehydrate

There are a wide variety of food options in downtown Tacoma. Here are a few ideas:

- The Gourmet Grill located in the convention center on the fifth floor offers items such as gourmet burgers, sandwiches, wraps, salads, pretzels, hot dogs, assorted soda and more. Visa, MasterCard, American Express and Discover are accepted. There are also two latte carts with grab and go items located on the third and fifth floors
- A dining guide is available at the registration area with restaurants located along the Free Tacoma Link light rail route.
- Order via Uber Eats, DoorDash, or explore other restaurant delivery options. Please utilize the first floor entrance facing Commerce Street to meet your driver.
- Bring your own lunch. Just be aware that you will need to keep it with you for the duration of the conference.

Fragrance Free Event

To ensure the health of all attendees and to support an inclusive and healthy environment for all, please refrain from using fragrance when attending the DEI Summit.

Exhibit hall general session logistics

- Room chair set-up, 4 aisles across and 3 aisles deep - total of 6 seating sections
- Cart for general session on both screens on each side of stage
- Leave various open seats for chair users to choose from
- 2 interpreters for the stage
- FM looping if available
- Ensure pathways remain clear for all

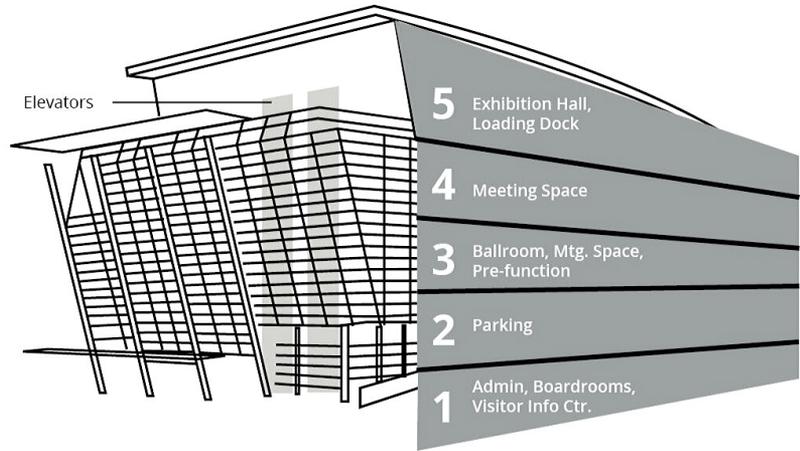
 **WIFI IS AVAILABLE** 
Connect to: GTCTC Public
No password needed.

JOIN THE CONVERSATION!
Tune in on timely and relevant conversations taking place! Use **#WA2020DEI** in your social media posts on Facebook, Twitter and Instagram!

GREATER TACOMA CONVENTION CENTER MAP

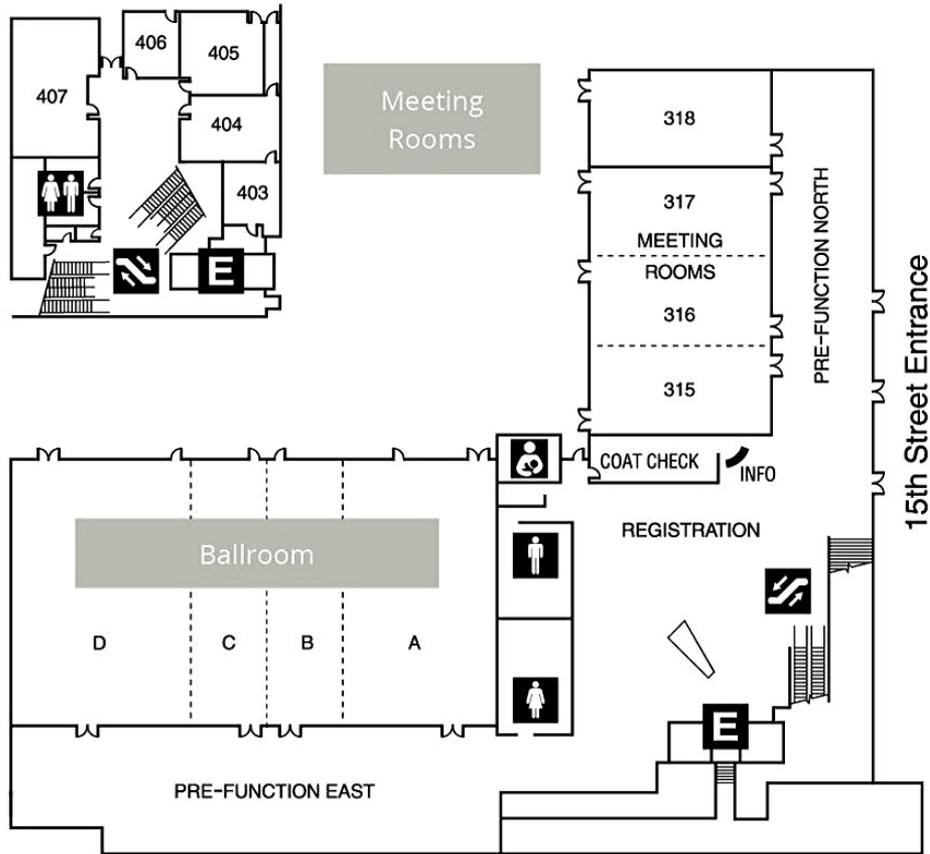
SESSION ROOMS

- Exhibit Hall A
- Ballroom A
- Ballroom B/C
- Ballroom D
- Room 317
- Rooms 315/316
- Room 318
- Room 407



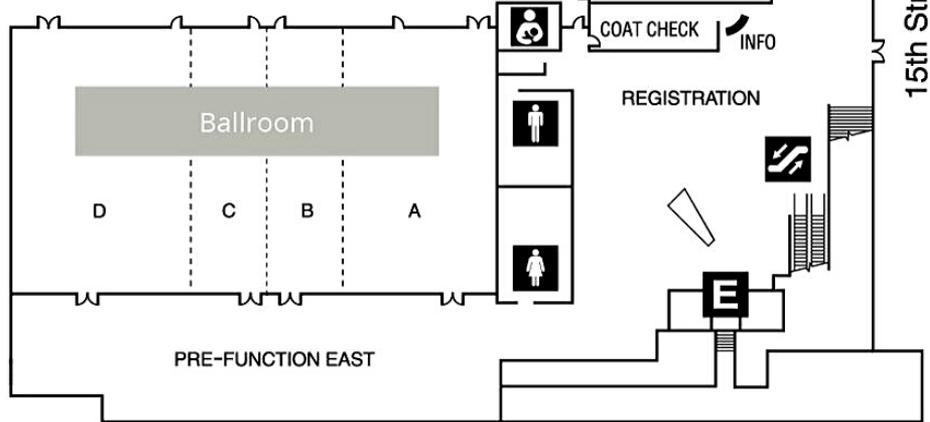
4

- Meeting Rooms



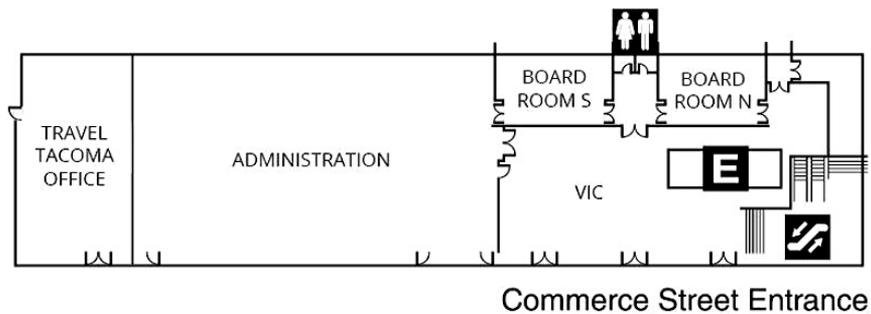
3

- Ballroom
- Meeting Rooms
- Pre-function
- Nursing Mother's Room



1

- Administration
- Boardrooms
- Light Rail Train Stop
- Visitor Information
- Travel Tacoma Office



GREATER TACOMA CONVENTION CENTER

NAVIGATING YOUR WAY THROUGH THE CONVENTION CENTER

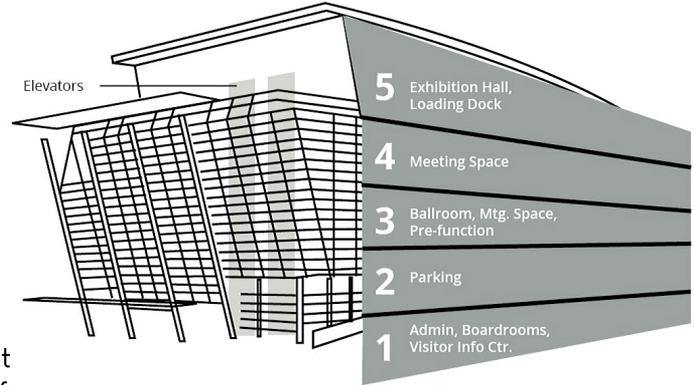
There are five floors at the Convention Center.

1ST FLOOR

FIRST FLOOR (COMMERCE STREET ENTRANCE)

From the elevator:

- Administrative offices are to the far left
- Boardrooms are directly in front
- Escalator is directly behind
- Stairs are to the far right
- Light Rail Train Stop is outside



3RD FLOOR

THIRD FLOOR (15TH STREET ENTRANCE)

From the elevator:

- Ballroom A is the first ballroom on your left
- Ballroom B is the next ballroom on your left
- Ballroom C is the third ballroom on your left
- Ballroom D is the final ballroom on the far left
- Restrooms and Nursing Parent's Room:
- Women's to your left
- Men's straight ahead and to the left of the registration desk
- Nursing parent's room is straight ahead and to the back left of the registration desk
- Escalator is to your immediate right
- Registration Desk is straight in front
- Room 315 is straight in front with a slight shift to your right and first room on the left
- Room 316 is straight in front with a slight shift to your right and second room on the left
- Room 317 is straight in front with a slight shift to your right and third room on the left
- Room 318 is straight in front with a slight shift to your right and last room on the left

4TH FLOOR

FOURTH FLOOR

From the elevator:

- Gender neutral restroom is the first room on the left side of the hall
- Room 407 is the second room on the left side of the hall
- Room 405 is in the back right corner
- Escalator is off to the left before the restroom

5TH FLOOR

FIFTH FLOOR

From the elevator:

- Exhibit Hall A is either an immediate right followed by a second right or an immediate left and a second left to enter doors; Gourmet Grill and restrooms are located across the hall at the far wall
- Staircase is to your left
- ATM is an immediate right, straight in front just past the Exhibit Hall A doors
- Vendor tables are located to your right against the far wall (windows facing outdoors)
- Escalator is a right about half way down the hallway
- Restrooms are a right and all the way to the end of the hallway

Ain't No Stopping Us Now!

Ain't No Stoppin Us Now!
We're on the move!
Ain't No Stoppin Us Now!
We've got the groove!

We've got the groove!
I know you know someone that has a negative vow
And if you're trying to make it they only push you aside
They really don't have, no where to go

There's been so many things that's held us down
But now it looks like things are finally comin' around
I know we've got, a long long way to go
And where we'll end up, I don't know

Ask them where they're going, they don't know
But we won't let nothin' hold us back
We're gonna put our selves together
We're gonna polish up our act!

But we won't let nothin' hold us back
We're putting our selves together
We're polishing up our act!
If you felt we've been held down before

And if you've ever been held down before
I know you'll refuse to be held down anymore!
Don't you let nothing, nothing
Stand in your way!

I know you'll refuse to be held down anymore!
Don't you let nothing, nothing
Stand in your way!
I want ya'll to listen, listen

I want ya'll to listen, listen
To every word I say, every word I say!
Ain't No Stoppin Us Now!
We're on the move!

To every word I say, every word I say!
Ain't No Stoppin Us Now!
We're on the move!
Ain't No Stoppin Us Now!

Ain't No Stoppin Us Now!
We've got the groove!
Ain't No Stoppin Us Now!
We're on the move!

We've got the groove!
Ain't No Stoppin Us Now!
We're on the move!
Ain't No Stoppin Us Now!

Ain't No Stoppin Us Now!
We've got the groove!

WRITERS: JERRY ALLEN COHEN, GENE MCFADDEN, JOHN WHITEHEAD



EVENT SCHEDULE OVERVIEW

DAY 1 TUESDAY, JANUARY 21, 2020 REGISTRATION BEGINS AT 8:00 AM

Defamation Experience	9:30, 4:00	Exhibit Hall A
Micro-aggressions - Parfait Bassale	9:30, 10:30, 1:30, 2:15, 4:00, 4:45	315/316
Privilege Walk - LaShanda Reed-Larry	9:30, 10:30, 1:30, 2:15, 4:00, 4:45	Ballroom A
Implicit Bias - Raul Leal-Trujillo	9:30, 10:30, 1:30, 2:15, 4:00, 4:45	Ballroom D
Tools for Engaging in Courageous Conversations About Race - Dr. C. Hollins	9:30, 10:30, 1:30, 2:15, 4:00, 4:45	Ballroom B/C
Opening Remarks - Dr. Karen Johnson	12:00	Exhibit Hall A
Honoring Our Land/Tribes/First Nations - Chairman Bean	12:30	Exhibit Hall A
Lieutenant Governor Cyrus Habib	1:00	Exhibit Hall A

DAY 2 WEDNESDAY, JANUARY 22, 2020 AT 8:00 AM

	Opening Remarks - Dr. Karen Johnson	8:00	Exhibit Hall A
	Keynote Speaker - Dr. Randal Pinkett	8:15	Exhibit Hall A
	Governor Jay Inslee	1:00	Exhibit Hall A
	Facilitated Discussion / L. Reed-Larry	9:00, 10:00, 11:00	Room 407
	Facilitated Discussion / A. McGirt	1:30, 2:30	Room 407
	Keynote Speaker - Tim Wise	3:30	Exhibit Hall A
	Closing Remarks - Dr. Karen Johnson	4:30	Exhibit Hall A
	Bias Blockers	9:00, 1:30	Ballroom D
	How We Got Here Part 1 / Part 2	10:00/11:00	Ballroom D
	Cross Agency Government to Government Panel	1:30, 2:30	Ballroom B/C Ballroom D
DEI 101	Micro-aggressions and Mental Health	9:00, 10:00	Ballroom B/C
	Kapu Aloha & Connection to the 'Aina	9:00, 2:30	Room 318
	DEI Basics Unpacked	11:00, 2:30	Ballroom B/C
	Some People Are Transgender	10:00, 1:30	Room 318
	DEI Through Outdoor Play	11:00	Room 318
HR/CDP	Develop a Team of Inclusion Practitioners	9:00, 1:30	Room 317 Room 315/316
	Using Data as a Tool for DEI	9:00, 11:00	Room 315/316 Room 317
	Developing a Language Access Plan	10:00	Room 315/316
	Developing an ADA Compliance Plan	1:30	Room 317
	Creating a More Inclusive Work Environment	11:00, 2:30	Room 315/316 Room 317
EXEC	Empowering Inclusive Leaders	9:00	Ballroom A
	Leadership Panel	10:30	Ballroom A
8	Sustaining the Moment of Diversity, Equity & Inclusion	1:30	Ballroom A

DR. KAREN JOHNSON



Dr. Karen A. Johnson (she/her/hers), the first Equity & Inclusion Administrator for the Washington State Department of Corrections, is an inspiring, authentic, servant leader with decades of experience working alongside others to achieve workforce equity and inclusive excellence for breakthrough results.

Dr. Johnson received her doctorate from Old Dominion University, serves as adjunct faculty for the Master's of Public Administration program at The Evergreen State College, and teaches weekend intensives on implicit bias and dismantling racism in the public sector.

Karen began her public service career as an Occupational Therapist with the Department of Veterans Affairs and has decades of experience as both a manager in the non-profit sector and executive leader in federal and state government, including serving as the Chief Administrative Officer for the James E. Van Zandt Veterans Affairs Medical Center in Altoona, Pennsylvania. She has an extensive portfolio of community service and her life work is to advance liberty and justice for all.

EXHIBIT HALL A | 12:00 - 12:30 PM

Work@Health

Want to make a difference in people's lives every day? The Department of Health is where you can help prevent illness and injury, promote healthy places to live and work, help people make good health decisions and ensure our state is prepared for emergencies.

We are an employer of choice because we:

- Offer the chance to do work that matters
- Provide a modernized office environment
- Support mobile work practices and flexible schedules
- Run a dynamic Wellness program
- Provide an Infant at Work program
- Support professional development and growth
- Champion employee equity, diversity, and inclusion



Learn more about working at DOH <https://www.doh.wa.gov/AboutUs/WorkatHealth>

Learn more about our equity and social justice efforts by contacting us at equity@doh.wa.gov

CHAIRMAN DAVID Z. BEAN



About the Puyallup Tribe of Indians
The Puyallup People have lived along the shores of what is now called Puget Sound for thousands of years. The Puyallup Tribe of Indians is a sovereign nation of more than 5,000 members and one of the largest employers in Pierce County. It is governed by a seven-member Tribal Council. The Tribe serves its people and neighbors with generosity and is committed to building a sustainable way of life for future generations. Learn more about the Puyallup Tribe by visiting the website - <http://www.puyalluptribe-nsn.gov/>

David Z. Bean graduated from the University of Puget Sound in 1992 with a degree in business and public administration and after college worked for the Puyallup Tribe's economic development arm and as a small business owner. In 2006, he won election to the Puyallup Tribal Council, the Tribe's seven-member governing body, and in June 2019 accepted the chairmanship. David also serves as vice chairman of the National Indian Gaming Association and is active with other Indian associations. He participates regularly in cultural activities such as drumming, singing, dancing and language classes, and he continues the fishing tradition he learned as a child by participating in Tribal fisheries as a diver harvesting geoducks.

EXHIBIT HALL A | 12:30 - 1:00 PM



Treating different things the same can generate as much inequality as treating the same things differently.

– Kimberlé Crenshaw



Department of Commerce

Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained.

– Helen Keller.



**LT. GOVERNOR
CYRUS HABIB**



Cyrus Habib was elected Washington State’s 16th Lieutenant Governor in November 2016 at the age of 35. He had previously been elected to the State House of Representatives in 2012 and the State Senate in 2014, where he was Democratic Whip and a member of the Democratic leadership team. As Lt. Governor, he is President of the State Senate, serves as Acting Governor whenever Governor Inslee leaves the state, and oversees an agency whose key issues include economic development, trade, and higher education.

A three-time cancer survivor, Lt. Governor Habib has been fully blind since age eight. His parents immigrated to the U.S. from Iran before he was born, and he is the first and only Iranian-American to hold statewide elected office in the United States.

He is a graduate of Columbia University summa cum laude and Phi Beta Kappa, Oxford University as a Rhodes Scholar, and Yale Law School, where he was Editor of the Yale Law Journal. Lt. Governor Habib practiced law at Perkins Coie, and served as Distinguished Lawmaker in Residence at Seattle University Law School. He is a Truman Scholar, a Soros Fellow, and a member of the Council on Foreign Relations.

EXHIBIT HALL A | 1:00 - 1:15 PM



DIVERSITY • EQUITY • INCLUSION

– WASHINGTON STATE SUMMIT 2020 –

Institute for Diversity Certification (IDC) Credits

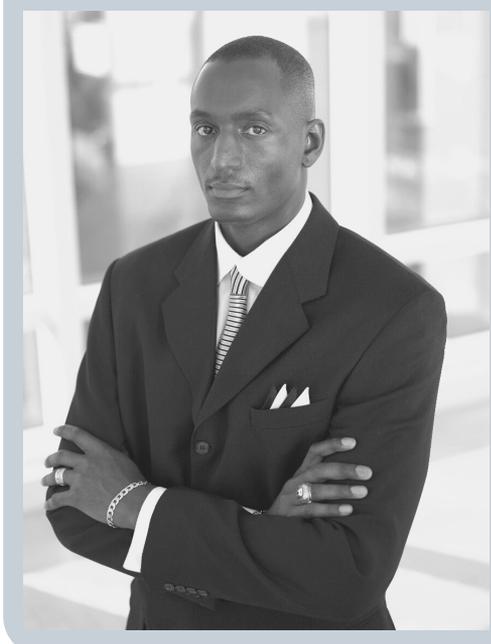
The IDC will award one credit per every conference hour for *Certified Diversity Professional* and *Certified Diversity Executive* re-certification: a total of 12 credits for the entire conference.

Society for Human Resource Management (SHRM) Credits

Washington State Office of Financial Management is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 11.5 PDCs. For more information about certification or recertification, please visit shrmcertification.org.

DR. RANDAL PINKETT

DR. RANDAL
PINKETT



Dr. Randal Pinkett has established himself as an entrepreneur, speaker, author and scholar, and as a leading voice for his generation in business and technology. He is the co-founder, chairman and CEO of his fifth venture, BCT Partners, a multimillion-dollar research, training, consulting, technology, and data analytics firm headquartered in Newark, NJ. BCT's mission is to provide insights about diverse people that lead to equity and the company has been named to Black Enterprise's BE 100 list of the nation's largest African American-owned businesses.

Dr. Pinkett has received numerous awards for business and technology excellence including the Information Technology Senior Management Forum's Beacon Award, the National Society of Black Engineers' Entrepreneur of the Year Award, and the National Urban League's Business Excellence Award. He has been featured on nationally televised programs such

as The Today Show, Fox Business News, MSNBC, and CNN. In 2009, he was named to New Jersey Governor Jon Corzine's official shortlist as a potential running mate for Lieutenant Governor of New Jersey.

Dr. Pinkett is the author of *Campus CEO: The Student Entrepreneur's Guide to Launching a Multimillion-Dollar Business* and *No-Money Down CEO: How to Start Your Dream Business with Little or No Cash* and co-author of *Black Faces in White Places: 10 Game-Changing Strategies to Achieve Success and Find Greatness*, which was named one of "The Best Books of 2010." He holds five degrees including: a B.S. in Electrical Engineering from Rutgers University; a M.S. in Computer Science from the University of Oxford in England; and a M.S. in Electrical Engineering, MBA, and Ph.D. from MIT. Most notably, he was the first and only African-American to receive the prestigious Rhodes Scholarship at Rutgers University; he was inducted to the Academic All-America Hall of Fame, as a former high jumper, long jumper, sprinter and captain of the men's track and field team; and he was the winner of NBC's hit reality television show, "The Apprentice."

Born in Philadelphia and raised in New Jersey, Dr. Pinkett is a proud member of Alpha Phi Alpha Fraternity, Incorporated and First Baptist Church in Somerset, NJ, where he resides with his family, including a daughter and two sons. Dr. Pinkett firmly believes that "for those to whom much is given, much is expected," so throughout his endeavors, he places great emphasis on his desire to give back to the community.

EXHIBIT HALL A | 8:15 - 9:00 AM

TIM WISE

TIM
WISE

Tim Wise is among the most prominent anti-racist writers and educators in the United States. He has spent the past 25 years speaking to audiences in all 50 states, on over 1000 college and high school campuses, at hundreds of professional and academic conferences, and to community groups across the country. He is also the host of the new podcast, *Speak Out with Tim Wise*.

He has also lectured internationally, in Canada and Bermuda, and has trained corporate, government, entertainment, media, law enforcement, military, and medical industry professionals on methods for dismantling racism in their institutions. Wise has provided anti-racism training to educators and administrators nationwide.

Wise is the author of seven books, including his latest, *Under the Affluence: Shaming the Poor, Praising the Rich and Sacrificing the Future of America* (City Lights Books). Other books include: *Dear White America: Letter to a New Minority* (City Light Books); his highly acclaimed memoir, *White Like Me: Reflections on Race from a Privileged Son* (recently updated and re-released by Soft Skull Press); *Affirmative Action: Racial Preference in Black and White*; *Speaking Treason Fluently: Anti-Racist Reflections From an Angry White Male*; *Between Barack and a Hard Place: Racism and White Denial in the Age of Obama*; and *Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity*. Named one of "25 Visionaries Who are Changing Your World," by *Utne Reader*, Wise has contributed chapters or essays to over 25 additional books and his writings are taught in colleges and universities across the nation. His essays have appeared on *Alternet*, *Salon*, *Huffington Post*, *Counterpunch*, *The Root*, *Black Commentator*, *BK Nation* and *Z Magazine* among other popular, professional and scholarly journals. From 1999-2003, Wise was an advisor to the Fisk University Race Relations Institute, in Nashville, and in the early '90s he was Youth Coordinator and Associate Director of the Louisiana Coalition Against Racism and Nazism: the largest of the many groups organized for the purpose of defeating neo-Nazi political candidate, David Duke. Wise has been featured in several documentaries, including the 2013 Media Education Foundation release, "*White Like Me: Race, Racism and White Privilege in America*." The film, which he co-wrote and co-produced, has been called "A phenomenal educational tool in the struggle against racism," and "One of the best films made on the unfinished quest for racial justice," by Eduardo Bonilla-Silva of Duke University, and Robert Jensen of the University of Texas, respectively. He also appeared alongside legendary scholar and activist, Angela Davis, in the 2011 documentary, "*Vocabulary of Change*." In this public dialogue between the two activists, Davis and Wise discussed the connections between issues of race, class, gender, sexuality and militarism, as well as inter-generational movement building and the prospects for social change. Wise appears regularly on CNN and MSNBC to discuss race issues and was featured in a 2007 segment on *20/20*. He graduated from Tulane University in 1990 and received anti-racism training from the People's Institute for Survival and Beyond, in New Orleans.

EXHIBIT HALL A | 3:30 - 4:30 PM

agenda

DAY 1

TUESDAY JANUARY 21, 2020

8:00	▶ Registration / Networking	
Select your sessions:		
9:30-11:30	▶ Defamation Experience	Exhibit Hall A
9:30-10:15	▶ Privilege Walk – LaShanda Reed-Larry	Ballroom A
	▶ Tools for Engaging in Courageous Conversations – Dr. Caprice Hollins	Ballroom B/C
	▶ Implicit Bias – Raul Leal-Trujillo	Ballroom D
	▶ Unpacking and Navigating Micro-aggressions – Parfait Bassale	Rooms 315/316
10:30-11:15	▶ Privilege Walk – LaShanda Reed-Larry	Ballroom A
	▶ Tools for Engaging in Courageous Conversations – Dr. Caprice Hollins	Ballroom B/C
	▶ Implicit Bias – Raul Leal-Trujillo	Ballroom D
	▶ Unpacking and Navigating Micro-aggressions – Parfait Bassale	Rooms 315/316
11:15-12:00	Lunch	
12:00-12:30	▶ Opening Remarks – Dr. Karen Johnson	Exhibit Hall A
12:30-1:00	▶ Honoring Our Land/Tribes/First Nations – Chairman Bean, Puyallup Tribe	Exhibit Hall A
1:00-1:15	▶ Lieutenant Governor Cyrus Habib	Exhibit Hall A
Select your sessions:		
1:30-2:15	▶ Privilege Walk – LaShanda Reed-Larry	Ballroom A
	▶ Tools for Engaging in Courageous Conversations – Dr. Caprice Hollins	Ballroom B/C
	▶ Implicit Bias – Raul Leal-Trujillo	Ballroom D
	▶ Unpacking and Navigating Micro-aggressions – Parfait Bassale	Rooms 315/316
2:15-3:00	▶ Privilege Walk – LaShanda Reed-Larry	Ballroom A
	▶ Tools for Engaging in Courageous Conversations – Dr. Caprice Hollins	Ballroom B/C
	▶ Implicit Bias – Raul Leal-Trujillo	Ballroom D
	▶ Unpacking and Navigating Micro-aggressions – Parfait Bassale	Rooms 315/316
3:00-4:00	▶ Networking – Affinity Groups	Exhibit Hall A
Select your session:		
4:00-6:00	▶ Defamation Experience	Exhibit Hall A
4:00-4:45	▶ Privilege Walk – LaShanda Reed-Larry	Ballroom A
	▶ Tools for Engaging in Courageous Conversations – Dr. Caprice Hollins	Ballroom B/C
	▶ Implicit Bias – Raul Leal-Trujillo	Ballroom D
	▶ Unpacking and Navigating Micro-aggressions – Parfait Bassale	Rooms 315/316
4:45-5:30	▶ Privilege Walk – LaShanda Reed-Larry	Ballroom A
	▶ Tools for Engaging in Courageous Conversations – Dr. Caprice Hollins	Ballroom B/C
	▶ Implicit Bias – Raul Leal-Trujillo	Ballroom D
	▶ Unpacking and Navigating Micro-aggressions – Parfait Bassale	Rooms 315/316

Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.

– Martin Luther King Jr.

DEFAMATION EXPERIENCE

A three-
phase
interactive
diversity
program:

THE DEFAMATION EXPERIENCE

THE PLAY • THE DELIBERATION • THE DISCUSSION



- A riveting courtroom drama by award winning playwright Todd Logan, which explores the highly charged issues of race, class, religion, gender, and the law
- Deliberations where the audience is the jury
- A facilitated post-show discussion

Now in its 10th year, THE DEFAMATION EXPERIENCE has been presented over 500 times and has been seen by more than 100,000 people nationwide. Discover what countless diversity experts are calling one of the most relevant and compelling programs they've ever scheduled.

EXHIBIT HALL A | 9:30 - 11:30 / 4:00 - 6:00

UNPACKING AND NAVIGATING MICRO-AGGRESSIONS

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:

- Define micro-aggressions and their impact on target groups
- Develop strategies to show up authentically while being aware and sensitive to marginalized populations
- Practice strategies to effectively interrupt micro-aggressions when they happen

A true catalyst for peace, Parfait Bassalé continues to work tirelessly to promote cross-cultural understanding across the globe. As an artist and speaker, Parfait uses songs and stories to trigger and teach empathy. Mr. Bassalé has addressed and engaged global citizens all over the world on diversity, equity and inclusion. A graduate of Portland State University, Parfait's background is in Conflict and Dispute Resolution with a focus on empathy and interpersonal neurobiology.

Additionally, before moving to the USA, Mr. Bassalé lived in multiple countries in West Africa and has additional social ties in Europe and the Middle East. Parfait brings to the table his unique experience and perspective as he presents and sings about issues of Diversity, Equity and inclusion. He is currently the Director of the Diversity, Equity and Inclusion Center at South Puget Sound Community College in Olympia Washington.

**PARFAIT
BASSALE**



ROOMS 315/316 | 9:30, 10:30, 1:30, 2:15, 4:00, 4:45

PRIVILEGE WALK

This workshop has been designed to provide attendees with an opportunity to understand the intricacies of privilege and to explore the ways that we enjoy privileges based on being members of social identity groups in the United States. Please note that this exercise is not meant to make anyone feel guilty or ashamed of their privilege or lack of privilege related to any social identity categories. Rather, the exercise seeks to highlight the fact that everyone has SOME privilege, even as some people have more privilege than others. By illuminating our various privileges as individuals, we can recognize ways that we can use our privileges individually and collectively to work for social justice. The purpose is not to blame anyone for having more power or privilege or for receiving more help in achieving goals, but to have an opportunity to identify both obstacles and benefits experienced in our life.

Learning Objectives: After participating in this activity, participants will be able to better recognize the inequalities that exist in society. It will help participants to acknowledge their privileges, contextualize their own experiences, and learn about their peers. Through the final discussion and processing, participants will be able to apply this activity to their lives to support social awareness.

LaShanda Reed-Larry is the founder of Envision Inclusion Consulting Services, Incorporated. She is also an executive at Essilor, the world’s largest ophthalmic lens manufacturer. She has held prior leadership roles at American Airlines and Health Care Service Corporation. LaShanda believes she is fortunate to work in a space that aligns her professional and personal passions. Essilor’s mission is to improve lives by improving sight, and its goal is to eradicate poor vision in one generation. Working for a purpose-driven organization is what fuels her work. As an advocate for fairness and equity, LaShanda volunteers her time with organizations and causes focused on improving the lives of children, women and underserved populations. Her current and former board service includes Workforce Solutions for North Central Texas, Leadership Women, North Texas Industry Liaison Group, Jack and Jill of America, Incorporated, Susan G Komen Dallas Affiliate, and Dress for Success Dallas. LaShanda earned a B.S. degree in Accounting from Southern University and A&M College. When asked how she does it all, LaShanda attributes the support of her family and quotes an excerpt from George Bernard Shaw’s poem “A Splendid Torch”.



“I am of the opinion that my life belongs to the community, and as long as I live, it is my privilege to do for it whatever I can. I want to be thoroughly used up when I die, for the harder I work, the more I live. Life is no ‘brief candle’ to me. It is a sort of splendid torch which I have got hold of for a moment, and I want to make it burn as brightly as possible before handing it on to the future generations.”

BALLROOM A | 9:30, 10:30, 1:30, 2:15, 4:00, 4:45



#RCO
 WASHINGTON STATE
 Recreation and
 Conservation Office

IMPLICIT BIAS

This is an interactive and practical presentation to better understand the why of Implicit Bias, how deeply it goes, how extended it is, its impact and implications on Diversity, Equity and Inclusion, and how we can channel it to improve teams and our effectiveness in the workplace

Learning Objective: The audience will be able to describe the impact that implicit bias has on DEI.

Raul Leal-Trujillo has over 20 years developing organizations and leaders in academia, government and the private sectors. He has been a professor and researcher and he is the current Employee Development Manager at the Washington State Department of Licensing.

**RAUL
LEAL-
TRUJILLO**



BALLROOM D | 9:30, 10:30, 1:30, 2:15, 4:00, 4:45

DIVERSITY, EQUITY AND INCLUSION COUNCIL

The Diversity, Equity and Inclusion (DEI) Council serves as the state's advisory and coordinating group and works collaboratively with the Office of Financial Management Statewide Human Resources, Results Washington, the Department of Enterprise Services and State Agency Offices to support strategic diversity, equity and inclusion efforts across state government.

The council develops recommendations on statewide diversity, equity and inclusion policies and strategies, and provides input on issues brought to the council by the HR Directors and Management Community and Results Washington.

DIVERSITY • EQUITY • INCLUSION

– WASHINGTON STATE SUMMIT 2020 –

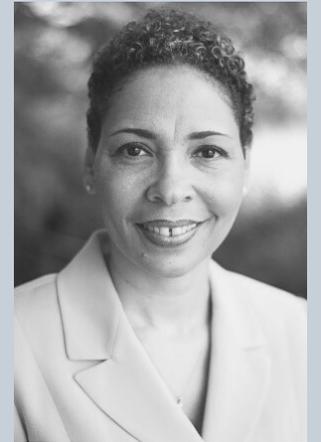
TOOLS FOR ENGAGING IN COURAGEOUS CONVERSATIONS ABOUT RACE

When you were growing up, was race talked about? What were the messages you received about race, racism, and race relations? Most Whites were taught to approach from a colorblind perspective, while People of Color know their race matters. Differences in perspectives and experiences can often create conflict in cross-cultural dialogue, filled with emotions and tension. The question isn't if you will offend, but when you offend, how do you effectively engage? Without the tools to help guide you through the process, things are likely to get worse rather, than better. In this workshop, participants learn seven norms adapted from the work of Glenn Singleton, to assist them increasing their ability to effectively engage across cultures.

Learning Objectives: Learn tools for having conversations about race; Increase their ability to engage in cross cultural dialogue.

Dr. Caprice D. Hollins was born and raised in Seattle, Washington. She received a B.A. in psychology from Seattle University and an M.A. and Psy.D. in Clinical Psychology with an emphasis in Multicultural and Community Psychology from California School of Professional Psychology—LA. Dr. Hollins has over 20 years of experience working with ethnically diverse populations, providing mental health services, facilitating workshops and teaching graduate courses as an adjunct professor at several local universities. After serving as the first Director of Equity, Race & Learning Support for Seattle Public Schools she co-founded Cultures Connecting, LLC, providing culturally relevant professional development workshops, keynotes, leadership coaching and consulting services to organizations seeking to improve their skills in effectively engaging all cultures www.culturesconnecting.com. She co-authored Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race. Dr. Hollins works hard to balance her passion and commitment to equity and social justice while at the same time raising a family with her husband, Gary.

**DR. CAPRICE
HOLLINS**



BALLROOM B/C | 9:30, 10:30, 1:30, 2:15, 4:00, 4:45



The **Rainbow Alliance and Inclusion Network** is a Business Resource Group (BRG) that exists to help Washington State create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic self to work, enabling them to do their best work every day for the people of Washington. The BRG will provide resources and support to employees and the stakeholders serviced by state agencies. We meet the 3rd Thursday of every month from 2pm-4pm.

For more information, email RAIN@ofm.wa.gov.

BIAS BLOCKERS

The workshop will equip participants with the tools to make better decisions at work by explaining why our decision making is not perfect, describing how to recognize and respond to common patterns of workplace bias, applying bias blocking strategies in response to workplace scenarios, and equipping participants with strategies for blocking bias at work.

Dr. Julie A. Kmec is a Professor of Sociology at Washington State University. Her research focuses on gender and race-based workplace inequality. She has published on topics including gender differences in work effort, work-family policy impacts, family caregiving penalties at work, the glass ceiling, and human resource practice effects on employment discrimination disputes. In 2017, she received Washington State University's Sahlin Faculty Excellence Award for Instruction and teaches courses on social stratification, research methods, and the labor market. She is the Editor-in-Chief of the journal Sociology Compass.

DR. JULIE KMEC



TRACK 1 | BALLROOM D | 9:00 AM, 1:30 PM

MICRO-AGGRESSIONS AND MENTAL HEALTH

Learning Objectives: To understand the impact of microaggressions on individual mental health; Ways to prevent microaggressions; How to Cope With Subtle Racism (noting that the goal is to NEVER help anyone adjust to oppression but maintain their mental health in a world where racism lives).

Ashley McGirt is a psychotherapist, international speaker, author, and CEO and founder of the worldwide wellness tour. Ashley is a Tedx speaker and has been featured in Forbes, Bravo, and other publications. Ashley currently works as a full-time hospice therapist and also owns and operates her own private practice. In her practice she focuses primarily on racial trauma, depression, and anxiety. Ashley strives to help others find happiness and healing within themselves through unpacking their baggage, resting, reflecting, and restoring themselves to be who they were intended to be on this earth.

ASHLEY MCGIRT



TRACK 1 | BALLROOM B/C | 9:00 AM, 10:00 AM

Be part of the change that brings our core values to life:

- Customer Focus
- One L&I
- Respect Diversity/Equity/Inclusion
- Learning and Growth
- Reliability

We are seeking talented individuals who can help uphold our values while having the opportunity to work in one of our many job opportunities across the state. If you are interested in finding out more, please contact us at: jobs@lni.wa.gov



L&I values
Diversity, Equity and Inclusion

SEEK FIRST TO UNDERSTAND: DEI BASICS UNPACKED

Have you noticed that the conversation around Diversity, Equity and Inclusion (DEI) in the workplace and nation is intensifying? Do you feel a sense of urgency to raise your level of awareness about the topic and current issues? This interactive workshop explores the foundational concepts of DEI and provides a supportive space to self-reflect and discuss the messiness involved in "doing the work." You will deepen your understanding of systems that disadvantage some and advantage others and identify your role in disrupting them.

Learning Objectives: Identify the benefits of inclusive environments; identify foundation DEI concepts and strategies; explore key terminology related to diversity, equity, and inclusion; Define "culture" and its role in being WOKE; Use your own identity as a lens to understanding the identities of others to build more authentic, empathic relationships; Examine the Intercultural Development Inventory® (IDI®) assessment as a tool towards achieving intercultural competence; Begin a personal DEI Learning journey.

Melannie Denise Cunningham’s professional and volunteer service spans several decades and industries including federal, city and state government, non-profit, radio, television, higher education and entrepreneurship. She served with the Department of the Navy, Department of Commerce, City of Tacoma and Washington State Department of General Administration in progressively responsible capacities including Equal Employment Opportunity, Materials Management, Community Partnership and college admission. She currently serves as Director of Multicultural Outreach and Engagement at PLU with a dedicated focus on student of color success. Melannie, also known as the "253 Peace Queen" received the Greater Tacoma Peace Prize in April 2018 for her exemplary work in promoting racial reconciliation. As Tacoma’s Peace Laureate, Melannie represented the South Sound by attending the 2018 Nobel Peace Prize ceremony in Oslo, Norway. She holds a B.A. from Washington State University, Certificate of Training in Broadcast Production Technology from Bates Technical College an M.B.A. from Pacific Lutheran University, and is currently a doctoral student at Fielding Graduate University pursuing a PhD in Organizational Development and Change with a concentration in Inclusive Leadership for Social Justice. Melannie expects to graduate in 2021.



TRACK 1 | BALLROOM B/C | 11:00 AM, 2:30 PM

People thrive by focusing on the question of who they really are and connecting that to work that they truly love.

– Po Bronson



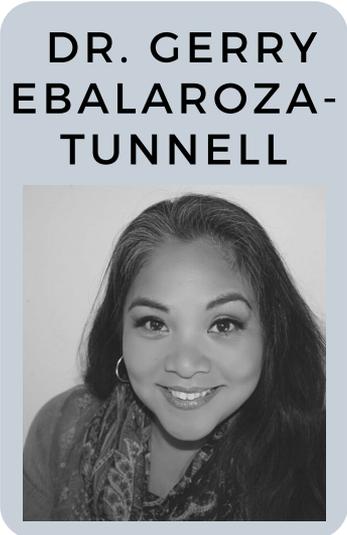
Washington State
Department of Social & Health Services

Transforming lives

KAPU ALOHA AND THE SACRED CONNECTION TO THE AINA

The connection to land means different things to non-Indigenous and Indigenous people. The latter has a spiritual, physical, social, and cultural connection. For many Hawaiians and other Indigenous People, the link to our land means LIFE. Yet, everyday lands are stolen, sacred sites are desecrated, and many Indigenous people find themselves once again in distress at the hands of colonizers. Across the world, thousands of indigenous groups are fighting against colonial governments to maintain their land and culture and improve their lives. But as we know, addressing racial inequities with uncontrolled anger will only deepen the despair. Kapu Aloha is a multi-dimensional concept and practice inspired by our kupuna(elders). It has been used within a Hawaiian cultural context for many years, but with issues occurring on Mauna Kea and the Thirty Meter Telescope, this may be the first time it has been brought out into a public sphere. It places a discipline of compassion on all to express aloha for those involved, especially those who are perceived to be polar to our cause. Kapu Aloha helps us intentionalize our thoughts, words and deeds without harm to others. It honors the energy and life found in aloha — compassion — and helps us focus on its ultimate purpose and meaning.

Learning Objectives: Learning Objectives: Discovering and reclaiming through the lens of cultural competence; Understand the interconnect -edness of the mind and body in nurturing souls of self and others; Establishing sacred kinship bonds that set the trajectory for healing and social change; Learn the importance of Kapu Aloha within self-reflection and self-inquiry; Understand the fundamental elements of what it means to be connected to the land from an indigenous perspective; Develop meaningful connections with space and the land in which we occupy.



Gerry Ebalaroza-Tunnell has many years of experience leading and managing initiatives with a focus on equity, diversity, inclusion, and belonging. She is committed to nurturing a diverse population by identifying needs and implementing solution systems that lead to a deeper understanding of cultural humility, competence, and the impact on human functioning and social relations between diverse groups. Gerry Ebalaroza-Tunnell is currently working on her doctoral dissertation within the department of Transformative Studies and Consciousness from California Institute of Integral Studies. She identifies as a Pacific indigenous scholar, born and raised in Honolulu, Hawaii. A certified trainer of the Institute of HeartMath’s Resilience Advantage Program, a graduate from Antioch University’s Masters of Whole Systems Design and a Social Science major from Washington State University, Gerry understands the importance of co-creating change and the social sciences of learning together. She believes that through systemic thinking and the daily practice of resilience, we can move towards cultivating an environment of cohesiveness and synchronicity. To add to her list of credentials, Gerry holds Graduate Certificates in Systems Thinking and Design, Integrated Skills for Sustainable Change, and Permaculture Design.

TRACK 1 | ROOM 318 | 9:00 AM, 2:30 PM

FACILITATED DISCUSSIONS - LASHANDA REED-LARRY / ASHLEY MCGIRT



This session provides you with the opportunity to further process what you experienced on Day 1. The purpose of this session is to provide you a courageous, brave space to:

- Unpack what you experienced
- Identify questions you still have
- Identify areas you want to learn more about



ROOM 407| 9:00 AM, 10:00 AM, 11:00 AM

ROOM 407| 1:30 PM, 2:30 PM

HOW WE GOT HERE | PARTS ONE & TWO

“How We Got Here” Equity Video Part I: The United States and the Pacific Northwest.

Join the staff of the City of Tacoma’s Office of Equity and Human Rights as you view The City’s Equity Resource Video “How We Got Here”. The first segment of the video will be followed with a facilitated discussion about the material and how this history applies to jurisdictions throughout the state of Washington.

**LUCAS
SMIRALDO**

**“How We Got Here” Equity Video Part II: The Tacoma Story**

Part 2 of this workshop will explore systemic racism and disparities from a local lens of the City of Tacoma. The second half of the film visits policies and practices around systemic racism with a focus on the recent history of the Puyallup People, the forced expulsion of Chinese residents in the late 1800’s, the imprisonment of Japanese citizens during World War II, systemic redlining and racial covenants in Tacoma and the legacy and impact of the “Mother’s Day Disturbance” in Tacoma. Part II is designed to help Tacoma employees apply a deeper historic lens when considering how to make the city a more equitable place for all. A short concluding discussion will follow Part II of the video.

Lucas Smiraldo is a Policy Analyst II for the City of Tacoma’s Office Of Equity and Human Rights and has worked for OEHR for nearly four years. Lucas worked with the City of Tacoma’s media division to construct an enhanced version of the original video titled “How We Got Here: A History of Institutional Racism in the City of Tacoma” The work including selecting and directing a voice cast of nine narrators from the City employee base and from the community to collectively tell the national, regional and local story. In addition to leading the equity workshops for the city, Lucas serves as the liaison for the Tacoma Area Commission on Disabilities (TACOD). In December the Commission celebrated the successful conclusion of a two year campaign to pass a Universal Closed Captioning Ordinance which requires all public establishments with televisions to provide closed captioning for residents and visitors within the city. The ordinance provides access to a wide variety of community members including those who are deaf, hard of hearing, sensory diverse, new English learners and to everyone in times of a local, regional or national emergency. Tacoma has now joined Portland and the City of Seattle to pass Universal Closed Captioning Ordinances. In addition to his equity work for the city, Lucas recently completed a manuscript that intersects racial, gender and disability liberation with within the context of 52 yoga poses expressed through 365 poems titled “365 Revolutions”. Lucas is married to a brilliant yoga professional, Claudette Evans, and has a step daughter Lily Evans who is studying at the University of Santa Clara.

TRACK 1 | BALLROOM D | 10:00 AM / 11:00 AM

The Interagency Committee of State Employed Women (ICSEW) seeks to better the lives of state employees through advocacy, outreach, opportunity, and by advising the Governor and agencies on policies that affect state-employed women.



SOME PEOPLE ARE TRANSGENDER

Erika Laurentz is a Marriage and Family Therapist in private practice and also works as a Crisis Counselor in Emergency Services. She is a Vietnam combat veteran and served as lead sex crimes investigator in the Kittery Police Department before becoming the lead appellate attorney for the District Attorney's Office in Rockland, Maine. The focus of study in her M. Psych program was LGBTQI research. She was the first, out-transgender employee hired by the Washington State Department of Corrections (DOC) and helped create the transgender policies currently in place at DOC and the Olympia Police Department.

ERICA LAURENTZ



Learning Objectives: the learning objectives of this breakout session are cognitive and affective. By the end of the session, participants should be able to: Name the communities that are included under the transgender label; Explain why XX and XY chromosomes are only a part of what determines biological sex and gender identity; Describe the state of current peer-research on gender identity; Recognize the overlap of some transgender and intersex identities, while understanding that the two are sometimes distinct; Develop more comfort with gender diversity; and Develop strategies for making your workplace more inclusive for intersex and transgender people.

ROOM 318 | 10:00 AM, 1:30 PM



The Disability Inclusion Network Business Resource Group (DIN) developed from the Governor's Executive Order 13-02. DIN BRG exists to engage the experience, values and knowledge of people with disabilities in state government, promote universal access, and create an environment where people with disabilities can fully participate in all aspects of the workplace. DIN's vision is to have Washington State be an Employer of Choice for people with disabilities; to have equitable access to opportunities and resources through recruitment, hiring, training, development, retention and promotion. Along with being an educational resource for state agencies, people with disabilities, and their allies.



CROSS AGENCY - GOVERNMENT TO GOVERNMENT PANEL

During the 2019 Centennial Accord meeting held in November, Governor Inslee and Tribal Leaders from State of Washington’s 29 federally recognized tribes committed to elevate social services to the Governor’s and Tribal Leaders level. The Governor’s Office of Indian Affairs (GOIA) will work directly with: Department of Children, Youth and Families; Department of Commerce; Department of Corrections; Department of Health; Department of Social and Health Services; Health Care Authority.

Learning Objectives: Participate in the interactive process that unfolds about how utilize existing structures to elevate social services to the Governor’s and Tribal Leaders level and address needs and issues; Improve service and eliminate waste and redundancy while ensuring collaborative efforts at the highest level between departments, tribes and leadership; Discuss business needs at a government to government level to share the specifics, realities, and history to create better opportunities for collaboration with Tribal communities.

CRAIG BILL



Craig A. Bill was appointed Director of the Governor's Office of Indian Affairs (GOIA) by Gov. Gregoire in July 2005 and was re-appointed by Governor Jay Inslee in March 2013. As the Director of the GOIA, he serves as an advisor on tribal issues and liaison between the State of WA and Indian Tribes and tribal organizations for the Governor’s Office. The GOIA is also responsible for promoting the government to government principles outlined with the 1989 Centennial Accord signed between the State and Tribes. Prior to his appointment at the GOIA, Craig was the Director of Inter-governmental Affairs and Advisor to the Tribal Chairman for the Lummi Nation tribal government located in Bellingham, WA. He is a graduate of Central Washington University with a B.A. degree and double major in Political Science and Social Science. While at Central, Craig was a 4-year letter winner in football and member of the 1995 NAIA National Championship team. Craig is an enrolled member of the Swinomish Tribe and descendant of the Colville Confederated Tribes and Choctaw Nation of Oklahoma.

TIM COLLINS



Tim Collins is serving as the Senior Director for the Department of Social and Health Services’ Office of Indian Policy, responsible for expanding tribal-state relations. He was appointed to this position December, 2014. He has been working at DSHS since 2010. The Office promotes government-to-government relations between the department and American Indian tribes to ensure quality and comprehensive program service delivery to eligible American Indians and Alaska Natives in Washington. Throughout his career, Tim has worked with tribes and state agencies as well as Native American nonprofits in urban settings and the private sector. He has an extensive background in administration and management. Tim is a member of the Confederated Salish and Kootenai Tribes of Montana, and a descendent of the Spokane Tribe of Indians. Tim has a master’s degree from Eastern Washington University in Urban and Regional Planning with emphases in Tribal Planning and Community Development.

CROSS AGENCY - GOVERNMENT TO GOVERNMENT PANEL - CONTINUED

Government to Government: Tribal Leaders Social Services Advisory Council –
Craig Bill, Tim Collins, Jessie Dean and Kristopher Klabsch Peters

**JESSIE
DEAN**



**KRISTOPHER
KLABSCH
PETERS**



Jessie Dean is the Tribal Affairs Administrator of the Washington State Health Care Authority (HCA). Since 2014, he has served in this role as HCA's liaison to the federally recognized Tribes in and near Washington State and to other Indian health care providers that participate in the Apple Health (Medicaid) program. As manager of HCA's Office of Tribal Affairs and subject matter expert on federal program requirements related to Tribes and the government-to-government relationships, Jessie and his team help the agency comply with federal and state requirements, manage various agency contracts and programs with tribes, and support HCA's intergovernmental relationships with the 32 Tribes in and near Washington State. Before joining the agency, he practiced corporate and securities law for 9 years and conducted financial and compliance audits for 5 years prior. He is licensed to practice law in Washington State. Jessie received his high school diploma in 1988 from the Kamehameha Schools, his bachelor of arts in 1992 from Harvard University, his master of science in accountancy in 1994 from McCallum Graduate School of Business, his doctorate in jurisprudence in 2002 from Stanford Law School, and his master of health policy and administration in 2016 from Washington State University, Spokane. He is kanaka 'oiwi (Native Hawaiian), and, for his work at HCA, he combines his legal training with the training from his kupuna (elders) and his kumu o ke kula Kamehameha (Kamehameha school teachers).

Kristopher (Kris) Klabsch Peters is the new Tribal Early Learning Liaison for the Washington State Department of Children, Youth and Families. He is a proud and active member of the Squaxin Island Tribe. Before his appointment at DCYF, he worked for nearly 20 years in public service for my Tribe. In his last role as the Tribal Administrator for three years, he worked hard to create a collaborative working environment within the Tribal Government to address community needs, solve problems, develop, and implement goals and objectives. Before his position as the T.A., he worked in Law Enforcement in a variety of different roles including holding the position of Police Chief for four years. As Police Chief, he was proud of running a police department that was community oriented and culturally sensitive to the traditions of the Tribe. He taught all of his officers to be sensitive to generational trauma that still affect some of the social issues that plague the reservation today. When he was in LE, he often made the statement, "I am a social worker in a cop's body." He has always had a social service mind set. He is also currently an adjunct professor at The Evergreen State College in Native studies. He holds an Associate in Arts degree from Grays Harbor College, a Bachelor of Arts with an emphasis on Federal Indian Law and Tribal Governance from The Evergreen State College and a Master of Public Administration, Tribal Governance degree from The Evergreen State College. He lives in Olympia with his wife Brandi and their two children, Kody and Shae.

DEI THROUGH OUTDOOR PLAY - SHEJUMPS

SheJumps increases the participation of women and girls in outdoor activities to foster confidence, leadership, and connection to nature and community through free and low-cost outdoor education. Embracing diversity, equity, and inclusion is core to the evolution of the SheJumps mission as an organization to increase the participation of all women and girls in outdoor activities. If we are not being intentionally inclusive, then we are being exclusive. Embracing diversity, equity, and inclusion acknowledges three things: 1) There is institutional inequity to accessing the outdoors; 2) SheJumps is committed to doing the work that is required to become an organization that represents the diverse human landscape of the United States; 3) The future of outdoor recreation depends on our commitment to DEI efforts from an economic, social justice, and environmental justice standpoint. Investments in efforts to increase our overall DEI will result in: Better ability to attract strong talent of all backgrounds for staff and volunteer leadership; Reduction in organizational risk with diverse perspectives, influence, and interests; Larger membership and volunteer base, more reflective of demographics of surrounding community; Stronger relationships within our community; Ability to apply for broad array of grants and be amplify this work in brand partnerships; Strengthened brand and reputation for being an inclusive organization; Authentic legitimacy with our community and broader outdoor community. We will be true to our mission when we achieve two things: 1) Be truly approachable at all levels by far increasing the participation and visibility of people who have been historically underrepresented within the outdoor industry; 2) Set the tone and expectation of cultural competency by providing tools, resources, and learning opportunities to the existing SheJumps team on a regular basis. Ways You Can Be An Ally: Be Authentic; Acknowledge the Problem; Admit you don't have all the answers; Educate yourself; Initiate and Invite; Support and Collaborate; Be an Advocate.

CHRISTY PELLAND



Christy Pelland, SheJumps Wild Skills Director
 In 2015, I created the Wild Skills program for SheJumps which focuses on teaching foundational outdoor skills to girls ages 6-17. My team and I are constantly working to stoke a passion for the outdoors in a whole new generation of girls!

As a creative soul I'm constantly being inspired, challenged and growing from the experiences I'm dealt. I pursue my passions and they allow me a life rife with adventure.

STEPHANIE DURBIN

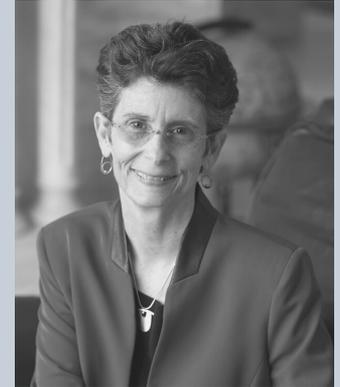


Stephanie Durbin, SheJumps Wild Skills Coordinator
 In the winter of 2019, Stephanie began volunteering with SheJumps at a Wild Skills Jr. Ski Patrol event at Crystal Mountain. Since then, Stephanie has become a strong advocate for SheJumps and has become a Wild Skills Coordinator in the Olympia area. She has a passion to teach girls outdoor and leadership skills while creating a supportive environment. Currently, Stephanie is working on increasing diversity in all of the programs locally through partnerships with schools, community groups and state agencies.

DEVELOPING A TEAM OF INCLUSION PRACTITIONERS

In far too many organizations, executive teams and Diversity Councils express being stuck and unsure of how to manifest meaningful, sustainable culture change. All too often, they invest significant time and energy into professional development trainings designed to shift the awareness and skills of individuals with little to no measurable progress or impact on staff retention and culture change. While highly motivated individuals may create innovative programs and services to achieve Inclusion Strategic Goals, these efforts stagnate or are dismantled once these high performers leave the organization. It is critical that leaders commit to going to take it to the next level and create the critical infrastructure changes necessary to ensure meaningful, sustainable change over the long haul. In this highly engaging and practical session, participants will learn how to develop an Inclusion Partners Program designed to deepen the capacity of leaders and change makers to infuse issues of equity and inclusion into daily practices and to use an Inclusion Lens to develop and revise policies, programs, practices, and services to create systemic, sustainable change in the organization. Participants will receive practical resources to use in their organizations.

**DR. KATHY
OBEAR**



Learning Objectives: Participants will understand key steps for creating an Inclusion Partner Program in their organization; Participants will identify the benefits and key elements for implementing an Inclusion Partner Program in their divisions; Participants will explore the common traps and pitfalls to anticipate and mitigate during this organization change process.

Currently president of the Center for Transformation and Change, Dr. Kathy Obear is nationally recognized as a Social Justice expert, training leaders and facilitators to effectively navigate through difficult dialogues and challenging equity dynamics to create lasting transformation and change. Her expertise has put her in front of numerous higher education groups, human service and K-12 organizations, and corporations across the United States and internationally to increase the passion, competence, and commitment necessary to creating inclusive, socially-just environments for all members of the organization. As she consults with and trains leaders and change agents, she challenges them to examine the necessary depth of self-work required to disrupt internalized dominance, unconscious bias, and racist beliefs as they purposely deepen their capacity to partner with colleagues of various marginalized identities, with the goal to create racial and social justice in their organizations. Currently president of the Center for Transformation and Change, Dr. Kathy Obear is a recognized and motivated leader who is passionately committed to helping organizations create equitable, inclusive environments where everyone feels valued and respected. Boosted by Kathy's skillful training, employees are challenged continuously to deepen their capacity to meet the needs of the increasingly diverse populations that they serve. At hundreds of universities and organizations across the nation, Kathy has delivered workshops and spoken about transforming toxic situations within organizations into ones that are far more empowering, productive, and inclusive.

A Washington College graduate with a BA in History with a Secondary Education Certificate, Kathy received her Master's in College Student Personnel Administration from The Ohio State University. Continuing her education at The University of Massachusetts, Amherst, Kathy received her doctorate in Social Justice Education, where she also taught graduate level courses on Effective Facilitation. Outside of her work...Kathy is loving her new life in Colorado with her wife of over 30 years and her delightful kitty muses who bring her incredible joy each day!

DEVELOPING A LANGUAGE ACCESS PLAN

The purpose of a Language Access Plan is to 1) document an organization's compliance with applicable language access laws and regulations and 2) provide a framework for the provision of language access services for persons who are non-English speaking or have limited English proficiency, including those who need access in a visual language (e.g., American Sign Language). In 2016, the Washington State Office of Financial Management estimated that the total population with limited English proficiency (not including visual languages) in Washington State was approximately 659,000. As government agencies continue to hire and serve individuals with language access needs, it will be critical to develop a Language Access Plan to identify and remove barriers to access and inclusion and ensure nondiscrimination on the basis of language.

Learning Objectives: Specify the various federal and state legal obligations and guidance related to ensuring access to employment, services (direct and indirect), programs, and activities for persons who are non-English speaking or have limited English proficiency; Identify best practice tools for conducting an agency-wide language access self-evaluation and drafting a Language Access Plan; Discuss barriers to developing and implementing an agency-wide Language Access Plan; Articulate the importance of building a culture of access and inclusion, stakeholder engagement, and accountability measures; Describe the business case for having an effective Language Access Plan; Discuss how government agencies can integrate universal design in policy planning to anticipate the needs of an increasingly diverse population.

Carolyn Cole, J.D., CDE Chief, Access & Inclusion Planning Washington State Department of Social & Health Services Carolyn Cole serves as the Chief of Access & Inclusion Planning at the Washington State Department of Social & Health Services (DSHS). She is responsible for ensuring agency compliance with disability and language access laws and policies for DSHS employees and clients. She also serves as the agency's lead for supplier diversity efforts. Ms. Cole previously served as the Court Program Analyst for the Washington State Minority and Justice Commission, a commission of the Washington State Supreme Court dedicated to eliminating racial bias and disproportionality in the justice system. She holds a Juris Doctor degree from New York University (NYU) School of Law where she completed internships with the U.S. Department of Justice, Lawyers' Committee for Civil Rights, New York Civil Liberties Union, and Brennan Center for Justice. She holds a B.A. in Sociology and International Studies from Emory University and a Certified Diversity Executive (CDE) Certification from the Institute for Diversity Certification.

**CAROLYN
COLE****TRACK 2 | ROOM 315/316 | 10:00 AM**

Justice will not be served until those who are unaffected are as outraged as those who are.

– Benjamin Franklin

USING DATA AS A TOOL FOR DEI

In this session, you will hear from individuals at different agencies who are currently engaging in Diversity, Equity and Inclusion (DEI) initiatives using data. Some examples of what they are doing: Identifying areas or communities that have DEI risks or might need intervention; measuring progress towards DEI goals; engaging their teams to take action on employee survey results using a DEI lens. Join us as they share their stories about leveraging data to help their teams and communities, some of their obstacles and successes, and their hopes and plans for the future.

ANNETTE
HARRISON

Annette Harrison is the enterprise measurement and communication analyst for the Department of Labor and Industries' Office of Strategy and Performance. Her passions – and her academic training – are an unusual blend of fine arts and data visualization. As part of the strategy and performance team, she uses her visual communication skills to make data visual in a way that helps surface hidden dynamics like cultural factors and aids effective, timely decision-making. Annette holds a bachelor's degree in studio art and critical theory from The Evergreen State College, and is currently in a professional certification program in data visualization with the University of Washington. Her current projects include creating a series of agency-wide performance measurement dashboards as part of a transformative initiative called "Measuring What Matters."

SUE ANN
RICHARDS

Sue is a Workforce Performance and Data Analyst for the Office of Financial Management, State Human Resources Division. She is the HR Management Report project manager publishing reports and data dashboards that tell the story of Washington State's Executive Branch agencies using HR data measures. She has worked for the State of Washington since 2004 in varying roles including recruitment, performance management and diversity outreach. Sue is also on SHRM Olympia's Board of Directors and the Washington State SHRM Council Board of Directors. She graduated from Washington State University with a Bachelor of Arts degree in Business Administration and in Education.

JENNIFER
SABEL

Jennifer Sabel has worked as an epidemiologist for the WA State Department of Health for 16 years. She is currently a senior epidemiologist and the section manager of Environmental Epidemiology and Toxicology section in the Office of Environmental Public Health Sciences. She serves as the Principal Investigator for several federal grants including the Washington State Tracking Network and State Indoor Radon grant. Previously, she worked in the Non-Infectious Conditions Epidemiology section focusing on the opioid epidemic and administration of the Washington State Healthy Youth Survey. From 2003 – 2015, she was the injury epidemiologist in the Injury and Violence Prevention Program.

DEVELOPING AN ADA COMPLIANCE PLAN

The purpose of an ADA Compliance Plan is to document an organization's compliance with the ADA and provide a framework for coming into or maintaining compliance with ADA requirements. In 2017, the Centers for Disease Control and Prevention estimated that persons with disabilities age 18 or older comprised approximately 23.5% of the population in Washington State. As government agencies continue to hire and serve individuals with disability access needs, it will be critical to develop an ADA Compliance Plan to identify and remove barriers to access and inclusion and ensure nondiscrimination on the basis of disability.

Learning Objectives: Specify the various federal and state legal obligations and guidance related to ensuring access to employment, services (direct and indirect), programs, and activities for persons with disabilities; Describe specific legal requirements under ADA Title II (state and local government services) and the 2010 ADA Standards for Accessible Design; Identify best practice tools for conducting an agency-wide disability access self-evaluation and drafting an ADA Plan; Discuss barriers to developing and implementing an agency-wide ADA Plan; Articulate the importance of building a culture of access and inclusion, stakeholder engagement, and accountability measures; Describe the business case for having an effective ADA Plan; Discuss how government agencies can integrate universal design in policy planning to anticipate the needs of an increasingly diverse population.

Carolyn Cole, J.D., CDE Chief, Access & Inclusion Planning Washington State Department of Social & Health Services Carolyn Cole serves as the Chief of Access & Inclusion Planning at the Washington State Department of Social & Health Services (DSHS). She is responsible for ensuring agency compliance with disability and language access laws and policies for DSHS employees and clients. She also serves as the agency's lead for supplier diversity efforts. Ms. Cole previously served as the Court Program Analyst for the Washington State Minority and Justice Commission, a commission of the Washington State Supreme Court dedicated to eliminating racial bias and disproportionality in the justice system. She holds a Juris Doctor degree from New York University (NYU) School of Law where she completed internships with the U.S. Department of Justice, Lawyers' Committee for Civil Rights, New York Civil Liberties Union, and Brennan Center for Justice. She holds a B.A. in Sociology and International Studies from Emory University and a Certified Diversity Executive (CDE) Certification from the Institute for Diversity Certification.

**CAROLYN
COLE**



TRACK 2 | ROOM 317 | 1:30 PM



Washington Office of Superintendent of
PUBLIC INSTRUCTION

Committed to honoring and recognizing all employees of any background. OSPI strives to create an equitable workplace and a culture of inclusivity where each individual employee can bring their authentic self to work each day."

#OSPI4DEI @waOSPI

CREATING A MORE INCLUSIVE WORK ENVIRONMENT

Emerging though Bias: Creating a More Inclusive Work Environment

The workshop will be divided into three main parts:

Part 1 - Understand what the differences are between culture, cultural identity and race; Understand what role these differences play in our perception; Part 2 - Understanding how biases are a normal part of human nature; Understanding how implicit bias works; Understanding how bias has impacted our society; and Part 3 - Legitimacy added to decisions made; Promoting trusts within the workplace.

The Honorable G. Helen Whitener - Superior Court of Washington, Pierce County Judge Whitener was appointed to the Pierce County Superior Court in 2015 by Governor Jay Inslee. Prior to her appointment Judge Whitener served as a judge on the Washington State Board of Industrial Insurance Appeals, and as a pro-tem judge in Pierce County District Court as well as the Tacoma Municipal Court. She had previously worked as a Prosecutor and a Defense Attorney. Judge Whitener is the 2019 recipient of the WA State Bar Association's C.Z Smith 'Excellence in Diversity and Inclusion' Award; the 2019 recipient of the King County Washington Women Lawyers President Award; the Seattle University School of Law, 2019 Woman of the Year Award, the 2019 Tacoma-Pierce County Bar Association's Diversity Award. In 2018, Judge Whitener received the Pierce County Washington Women Lawyer's Woman of the Year Award. Judge Whitener is very active locally, nationally, and internationally and speaks often on human rights, access to justice, and the rights and responsibility of the judiciary in ensuring the rights of all that appear before the court to basic dignity and respect in judicial proceedings. She is Co-chair of the Washington State Minority and Justice Commission, Co-Chair of the Washington State Superior Court Judges' Association (SCJA) - Equity and Fairness Committee and serves on the Board of Directors of the International Association of LGBT Judges (IALGBTJ). Judge Whitener is also a member of the International Association of Women Judges (IAWJ), the National Association of Women Judges (NAWJ) and the American Judges Association (AJA). In 2017 she was appointed by the Washington State Supreme Court to the Office of Civil Legal Aid Oversight Committee (OCLA). She is a member of the Washington Women Lawyers and is a judicial member of the Advisory Council for the QLaw Association of Washington. In 2016 Judge Whitener did a TedxPOS Talk titled "**Claiming Your Identity by Understanding Your Self-worth**" where she discussed the different labels used to identify her.

https://www.youtube.com/watch?v=57FMau29O_g

**HONORABLE
G. HELEN
WHITENER**



TRACK 2 | ROOM 315/316 / ROOM 317 | 11:00 AM, 2:30 PM

Not everything that is faced can be changed. But nothing can be changed until it is faced.

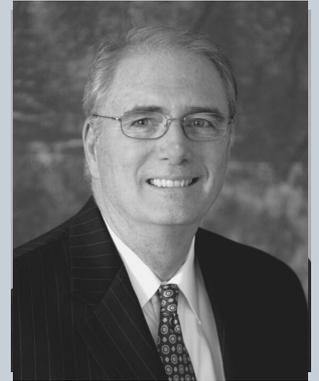
– James Baldwin

EMPOWERING INCLUSIVE LEADERS

Learning Objectives: Participants will gain an understanding of changes in organizational culture over the past 30 years as a result of social policy adoption and discussion of means, methods, and strategies to achieve evolving goals of current diversity, equity, and inclusion policies; facilitation will be provided to allow participants to share awareness and perceptions of current diversity, equity, and inclusion policy implementation; Facilitation of a small group session to provide participants an opportunity to identify specific operational changes that can be implemented to accelerate adoption of diversity, equity, and inclusion programs.

Ed Gamache is the Director of Data Management with Health Current in Phoenix, Arizona, a state wide health information exchange organization. He has been serving in various leadership roles within the federal government and private sectors over the past thirty years and is the owner of Fourth Aim Advisers. He served in various executive roles with the Department of Veteran Affairs for 25 years, including Director of Ann Arbor VA from 1991-1997, where he prepared our Summit's emcee, Dr. Karen A. Johnson (Dr. J), for her role in healthcare administration. His experience also includes nearly 20 years in rural Michigan healthcare leadership roles, including Administrator of Deckerville Community Hospital and President/CEO of Harbor Beach Community Hospital. Ed also served as the President of the Michigan Critical Access Hospital Quality Network (MICAH) from its inception in 2003 until March 2015. Under his leadership, MICAH achieved a national reputation as a leading organization for small rural hospital quality improvement. He is the recipient of the 2005 Michigan Center for Rural Health Loren O. Gettle Award for Outstanding Leadership and Commitment to Michigan's rural residents, the Rural Hospital Champion Award from the U.S. Office of National Coordinator for Health Information Technology, and a Certificate of Special Congressional Recognition from Congresswoman Candice Miller. Ed currently lives in Fountain Hills, AZ with his wife Robin. He has three children and five grandchildren.

**ED
GAMACHE**



TRACK 3 | BALLROOM A | 9:00 AM

Once you start recognizing the truth of your story, finish the story. It happened but you're still here. You're still capable, powerful, you're not your circumstance. It happened and you made it through. You're still fully equipped with every single tool you need to fulfill your purpose.

– Steve Maraboli.

DEI THROUGH A LEADERSHIP LENS

During this session, participants will have the opportunity to hear from leadership leading through a DEI lens. The three major content areas for discussion are: Championing DEI in your organization; Common barriers and how to overcome these barriers; Courageous leadership: what it looks like and why it's needed.

**DR. JOHN
WEISMAN**


John Wiesman was appointed Washington State secretary of health by Governor Jay Inslee in April 2013. He began his career in 1986 and was in the first group trained in Connecticut to provide HIV counseling and testing services. He has served as the president of the National Association of County and City Health Officials. Currently he serves as the immediate past president of the Association of State and Territorial Health Officials. Dr. Wiesman earned his doctor of public health (DrPH) in health leadership from the University of North Carolina-Chapel Hill in 2012. He received his master of public health (MPH) in chronic disease epidemiology from Yale University in 1987, and his bachelor of arts (BA) from Lawrence University in Wisconsin in 1983. Major efforts now underway at the Department of Health under John's leadership include: End AIDS Washington, developing the Healthiest Next Generation, identifying and funding Foundational Public Health Services, implementing the Governor's executive order reducing suicides and preventing firearm injuries and deaths, and addressing the public health impacts of climate change. John serves an adjunct assistant professor at the University of North Carolina-Chapel Hill, and as a clinical professor at the University of Washington, School of Public Health.

**DR. MATIAS
VALENZUELA**


Matías Valenzuela, PhD, is the Director of the Office of Equity and Social Justice in King County, spearheading a countywide effort to address the root causes of inequities, especially racism, working with all county agencies and the community. The Office of Equity and Social Justice, within the Office of the King County Executive, works to integrate an equity lens in policy, planning and services, organizational practices and decision-making, and community engagement and partnerships. The Office includes the Civil Rights and Immigrant-Refugee Programs for King County. Matias has worked for more than 18 years at King County, including as a lead for Equity and Social Justice since its inception in early 2008. Previously in his career, he was a print and broadcast journalist in the United States and abroad. He has been a Fulbright professor in Nicaragua, and he is an Affiliate Assistant Professor at the University of Washington's School of Public Health and Community Medicine. He currently serves on numerous local and national boards and advisory groups.

To fully thrive, we must not only eliminate the stressors but also actively seek joyful, loving, fulfilling lives that stimulate growth processes.

– Bruce Lipton

TRACK 3 | BALLROOM A | 10:30 AM

DEI THROUGH A LEADERSHIP LENS - CONTINUED

MONICA ALEXANDER



Monica began her career with the Washington State Patrol (WSP) in 1996 as a Trooper Cadet. She was commissioned as a WSP Trooper on May 1, 1998 and assigned to the South Seattle freeway. In addition to her duties as a trooper, Monica was the traffic reporter for KOMO-TV for six years. In 2003, Monica came in first on the sergeant's exam and was then promoted on August 15 of that year. She continued to work the south Seattle Freeway, office of government and Media Relations and Office of Professional Standards until July 16, 2013 when promoted to lieutenant and assigned to Field operations Bureau Headquarters. Monica was promoted on April 28, 2015 to Captain in the office of Government and Media Relations as the legislative liaison where she served until June 30, 2019. On July 1, 2019 Monica was assigned as the Human Resources Commander until she retired on August 16, 2019. As Captain and Legislative Liaison, some of her many accomplishments include: Wage increase legislation for the Washington state Troopers Association and WA State Lieutenants and Captains Association, Sexual Assault Kit funding, Sexual Assault Kit Tracking system, Toxicology lab funding, and the Missing Native American Women. During Monica's career she received numerous honors and awards including the Educational Excellence Award from the Washington Traffic Safety Commission. The National Black Police Association and Black Law Enforcement Association of WA n 2019 Legacy Award. In 2003, Monica was inducted into the Tacoma African American History Museum for her service to the community and her work with the WSP. Monica attended North Texas State University and holds her Bachelor's Degree from Evergreen State College. In November of 2017, Governor Jay Inslee appointed Monica to the Board of Trustees for Evergreen State College. Monica is the first and only African American female to be promoted to the rank of Sergeant, Lieutenant and Captain in the history of the WSP.

DIANE POWERS



Diane Powers is the director of the City of Tacoma's Office of Equity and Human Rights. She led the effort to establish the equity office and has helped drive systemic change toward greater justice and access for communities of color and other marginalized people within the city. This progress has been marked by extensive and ongoing community and police dialogue entitled, "Project PEACE" and through the implementation of city wide equity training for most of the city workforce titled, "Equity 101". Ms. Powers' activism in race and social justice has been life-long and has included work as the Assistant Director of the City of Tacoma's Human Services Department. Previous to this Diane was Executive Director of Nativity House, a daytime shelter and service provide for residents experiencing homelessness. She also worked as a Deputy Director for the broad ecumenical service provider Associated Ministries. Over the past decade Ms. Powers has advocated passionately to eliminate youth homelessness and was a catalyst for the creation of the City of Tacoma's first youth shelter in 30 years. Diane is a strong proponent for the power of the arts, especially as it impacts young people of color. Ms. Powers was a member of the first Black Arts/West dance company, which helped to propel her into an early career as a professional dancer. She served as the board President for the Broadway Center for the Performing Arts and is also the past president and proud member of the Tacoma/Pierce County Chapter of the American Leadership Forum. She continues to work with her colleagues and cohorts to further a strong network of equity advocates throughout the city.

DEI THROUGH A LEADERSHIP LENS - CONTINUED

Carol Mitchell is the Senior Counsel for Justice Services for the Pierce County Executive’s Office. In this multi-faceted role, she is the primary influencer and advocate for equity and harm-reduction in the criminal justice system. Her Pierce County accomplishments include the launch of the Pierce County Data-Driven Justice Work-group, the Birth-to-25 Advisory Committee, and Criminal Justice Diversion Steering Committee. These multi-agency collaborations with the community are focused on reducing disparities and designing effective interventions for individuals who are justice-involved. Mitchell’s leadership in the behavioral health/criminal justice space led to the award of more than \$7m dollars of “Trueblood” funding for behavioral health programming over a 3-year period. She was recently appointed to the Governor’s General Advisory Committee for the statewide Trueblood settlement agreement implementation. Mitchell credits her legal training and organizational development expertise as the keys to her success as liaison to the elected Prosecuting Attorney, Sheriff, Judges and the Law Library Board. She also provides strategic oversight for the Pierce County Dept of Assigned Counsel, the Medical Examiner and the Superior Court Clerk. She also brings deep public sector knowledge and “in the trenches” experience from roles as the Chief HR/Organizational Development Officer for Metro Parks Tacoma, Chief HR Officer for the Port of Tacoma, and Public Relations Officer for Pierce Transit. Mitchell is a strong proponent of formal education and life-long, experiential learning. She earned a Bachelor of Arts in Sociology from the University of Washington, a Master of Arts in Organizational Systems Renewal from Seattle University, and a Juris Doctor from Seattle University School of Law. Recently, Mitchell retired after 17 years as host of “CityLine”, a local talk show airing on TV Tacoma’s Channel 12. She is a familiar emcee for local Tacoma events, such as the City of Tacoma’s Annual Dr. Martin Luther King, Jr. Ceremony, and the City of Destiny Awards. She derives the greatest joy from spending time with her lovely mother, 8 siblings, 3 daughters, and 6 grandchildren.



TRACK 3 | BALLROOM A | 10:30 AM



**WASHINGTON STATE
LATINO LEADERSHIP
NETWORK**

Bringing together state workers to promote:

- Cultural connection and awareness
- Professional development
- State service
- Networking

Find us on Facebook, LinkedIn, and Instagram



SUSTAINING THE MOMENT OF DIVERSITY, EQUITY AND INCLUSION

During this session, we will explore diversity, equity and inclusion and critical success factors for the future of business.

Learning Objectives: Revisit the overwhelming business case; Best practices for creating shared responsibility and accountability within organizations; Uncover the intersectionality of DEI and social responsibility.

LaShanda Reed-Larry is the founder of Envision Inclusion Consulting Services, Inc. She is also an executive at Essilor, the world's largest ophthalmic lens manufacturing. She has held prior leadership roles at American Airlines and Health Care Service Corporation. LaShanda believes she is fortunate to work in a space that aligns her professional and personal passions. Essilor's mission is to improve lives by improving sight, and its goal is to eradicate poor vision in one generation. Working for a purpose-driven organization is what fuels her work. As an advocate for fairness and equity, LaShanda volunteers her time with organizations and causes focused on improving the lives of children, women and underserved populations. Her current and former board service includes Workforce Solutions for North Central Texas, Leadership Women, North Texas Industry Liaison Group, Jack and Jill of America, Incorporated, Susan G Komen Dallas Affiliate, and Dress for Success Dallas. LaShanda earned a B.S. degree in Accounting from Southern University and A&M College. When asked how she does it all, LaShanda attributes the support of her family and quotes an excerpt from George Bernard Shaw's poem "A Splendid Torch".

**LASHANDA
REED-LARRY**



"I am of the opinion that my life belongs to the community, and as long as I live, it is my privilege to do for it whatever I can. I want to be thoroughly used up when I die, for the harder I work, the more I live. Life is no 'brief candle' to me. It is a sort of splendid torch which I have got hold of for a moment, and I want to make it burn as brightly as possible before handing it on to the future generations."

TRACK 3 | BALLROOM A | 1:30 PM

The Department of Revenue supports all Washingtonians by collecting tax dollars that help fund vital public services. Last year we distributed \$28.8 billion to fund education, human services, health care, public safety and natural resources across our diverse society.



To encourage entrepreneurialism, the Department offers documents, workshops, web resources and service to new or prospective multilingual business owners. Using the talents of 40 employees who are proficient in 17 different languages, Revenue provides individual translation and interpretation services when needed. The Department of Revenue is committed to continuously working on its government-to-government relationships with the 29 tribes in Washington state. We promote diversity and inclusion in our communities as well as within our workforce.

Key to our ability to fund these important services, is the talent contributed by our many employees from various backgrounds. To learn more about the Department of Revenue, visit dor.wa.gov.

Black Community Business Resource Group (BC BRG)

Established in 2019, the Washington State BC BRG exists to improve the experiences of current and future Black state employees, increase representation of Black people in leadership positions, give voice to the Black perspective in policy discussions about Washington communities and build each other up as we move forward. We meet the third Thursday of each month from 9:00 AM - 12:00 PM.



We welcome all state employees who are interested in promoting the values of the Black Community and the principles and activities of the BRG.

Please contact us at BlackCommunityBRG@OFM.WA.GOV for more information or to get involved.

WSECU

The Credit Union
for Washington

SINCE 1957

Proud to support

Washington State's Diversity, Equity and Inclusion Summit in its goal to advance DEI in public service by building community and competency among all levels of state employees.



wsecu.org | 800.562.0999



DIVERSITY • EQUITY • INCLUSION
- WASHINGTON STATE SUMMIT 2020 -

Join the conversation online



#WA2020DEI

my action plan

I attended breakout session:

This is what I learned:

Here's what I'm going to do:

I want to learn more about:

I attended breakout session:

This is what I learned:

Here's what I'm going to do:

I want to learn more about:

I attended breakout session:

This is what I learned:

Here's what I'm going to do:

I want to learn more about:

I attended breakout session:

This is what I learned:

Here's what I'm going to do:

I want to learn more about:



CONVERSATION NORMS

- **STAY ENGAGED**
- **SPEAK YOUR TRUTH**
- **EXPERIENCE DISCOMFORT**
- **EXPECT AND ACCEPT NON-CLOSURE**
- **LISTEN FOR UNDERSTANDING**
- **NO FIXING**
- **TAKE RISKS**

Cultures Connecting, LLC
www.culturesconnecting.com

THANKS!

WE COULD NOT HAVE DONE THIS WITHOUT YOU!

2020 DEI SUMMIT RECOGNITION

DEI Summit Subcommittee

- Marika Barto, co-chair
- Patty Danner, co-chair
- Dr. Karen Johnson
- Ayanna Colman
- Jessica Zinda
- Mark Adreon
- Rocky Dimico
- Rubi Reaume
- Tammy Pitre
- Theresa Powell

DEI Summit Sponsors

- Department of Licensing
- Department of Transportation
- Department of Social & Health Services
- Department of Health
- Office of the Superintendent of Public Instruction
- Department of Revenue
- Department of Commerce
- Department of Labor & Industries
- Department of Retirement Systems
- Department of Financial Institutions
- Department of Corrections
- Employment Security Department
- Recreation and Conservation Office
- Washington State Employees Credit Union

DEI Summit Logo by William Downing, DCYF

DEI Summit Program by Cindi Fowble, DOL

Video Editing by Chuck Oldright

DEI Council Members

- Mark Adreon
- Juan Alaniz
- Rocky Dimico
- Captain Jason Ashley
- Marika Barto
- Parfait Bassale`
- Shirley Bayon
- Rashelle Davis
- Gerri Davis
- Betty DeVos
- Teresa Eckstein
- Elizabeth Gordon
- Tony Griego
- Christy Hoff
- Evette Jasper
- Dr. Karen Johnson
- Mele Letuli-Savea
- Steven Loduha
- Alexandra Manuel
- Ha Nguyen
- Theresa Powell
- Misty Reese
- Kim Siebs
- Lenora Sneva
- Rafeaah Sok
- Juwariyah Sou
- Kendrick Stewart
- Wanda Tsosie
- Marissa VanHoozer
- Walt Jones, OFM Staff
- Tammy Pitre, OFM Staff
- Michaela Doelman, DES Staff
- Franklin Plaistowe, Executive Sponsor

Special thank you to Tacoma Convention Center





THANK YOU FOR ATTENDING THE 2020 DEI SUMMIT

Join the conversation online - #WA2020DEI

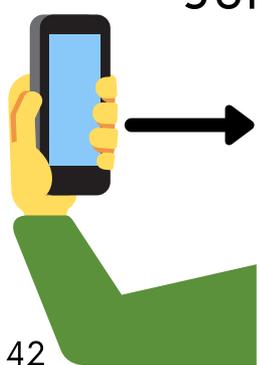


PHOTO BOOTH AT DEI SUMMIT
We'll have a photo backdrop and props for you to take pictures at the DEI Summit.
Share your photos and posts and tag #WA2020DEI



DIVERSITY • EQUITY • INCLUSION
- WASHINGTON STATE SUMMIT 2020 -

KEEP THE CONVERSATION GOING | #WA2020DEI

TOGETHER

BUILDING WORKFORCE EQUITY



What were some of the next steps you heard? Common themes? What's inspiring you to take action? We hope the event dialogue will be meaningful and rich with ideas. Share what you learned with stakeholders and partners in your online communities. Let's keep the conversation going even after the Summit ends. Please be sure to use **#WA2020DEI** in future posts.



At WSDOT, we value the importance of creating an environment in which all employees feel respected, included, and empowered to bring unique ideas to the agency. Our diversity and inclusion efforts include embracing different cultures, backgrounds, and perspectives while fostering growth and advancement in the workplace.

To learn more, scan the following QR code or visit www.wsdotjobs.com





Transforming lives

We are intentionally working to frame organizational culture through an equity, diversity, inclusion and access lens to connect people, ideas and opportunities.

Thank you
Office of the Secretary

Economic Services
Administration

Behavioral Health
Administration

Developmental Disabilities
Administration

Division of Vocational
Rehabilitation

Aging and Long-Term
Support Administration

Facilities, Finance,
and Analytics

 @wastatedshs

dshs.wa.gov

 @wadshs

 WASHINGTON STATE DEPARTMENT OF
LICENSING

Helping every
Washington resident
**LIVE, WORK,
DRIVE & THRIVE**

RESPECT: We treat each other with dignity and respect.

TRUST: We earn your trust through our actions.

DIVERSITY: Our differences are our strengths.

EQUITY: We meet each person's unique needs.

INCLUSION: Your voice informs and influences.

