Keynote Presentation - The Revenge of History: Race and Power in the United States
Willamette Ballroom

Kevin Gannon

If you’ve looked at the news and wondered “why do we keep doing this again and again?” – You are not alone. The history of the United States is full of episodes where racism has prevented our society from fully living up to the ideals, like “all men are created equal,” that are expressed in our founding documents. Why do we use “race” as a set of categories to sort people into? Where did that idea come from, and why has it been so powerful—and so hard to overcome? This interactive session will explore the ways in which the idea of race got its conceptual power, and challenge the myths we tell ourselves about this set of categories. Looking at a range of examples from U.S. history to pop culture to genetics, we’ll see how race is something that has been built by us over our history, not something carved in stone from the beginning of time—and why that matters. We all know that “race” has been used to divide us as a society; knowing where “race” comes from helps us work to promote harmony instead of division.

With this presentation, participants will gain concrete understanding of how “big ideas” work in our everyday lives in ways that we often don’t see, as well as a set of tools to work against racist talk and actions in the workplace.

10:15 a.m. Sessions

- Baked Into the Cake: Race, Public Policy, and Inequality in the U.S.
- “Free Me from This Vicious Cycle of Poverty and Pain”: Exploring the Two-Way Connection between Mental Health and Poverty and Its impact on Families, Communities and Service Providers
- (First) Languages of Oregon
- How to Engage in Difficult Conversation to Connect Across Differences
- Improving Workplace Climate & Client Services Strategies for Addressing
Baked Into the Cake: Race, Public Policy, and Inequality in the U.S. —

Willamette Ballroom

Kevin Gannon

Our keynote speaker will help examine the ways in which racial inequality—i.e., racism—was built into the constitutional and legal systems of the United States from the beginning. Recognizing this historical reality is important, because inequalities that manifest themselves in the law also manifest themselves in our culture, our society—indeed, in our everyday interactions with one another. Using examples from American history, like “westward expansion” by Americans into Oregon, we’ll work to understand how seemingly ordinary decisions, like decisions about who gets to live where, or what types of taxes people pay, had much larger consequences than we might have assumed.

This session will argue that structures of inequality will continue to reproduce themselves unless we take active steps to take those structures apart. Understanding the historical development of those structures—and seeing how those structures look and act today—is the necessary first step in this work.

“Free Me from this Vicious Cycle of Poverty and Pain” — Croisan Creek

Exploring the two-way connection between mental health and poverty and its impact on families, communities and service providers

Nike Greene

Have you ever heard the phrase, “I am sick and tired of being sick and tired...”? We often use this language to describe a moment of hopelessness, or to dismiss or explain certain behaviors, symptoms or attitudes about our current state of being. Individuals and family members make this statement when they have exhausted all resources; tried diets; tried medication; tried treatment; and still, they experience pain. We all face the challenge of supporting our own mental health, however when it is coupled with poverty, the battle can seem like an uphill journey with hundreds of pounds on your back.
This workshop examines how family and societal norms influence our mental health and impoverished lifestyles and the importance of focusing on mental health care and the need for accessible, affordable, and appropriate mental health care for all populations. Participants will develop strategies to use the strengths and resilience embedded within individuals, families and communities to address mental health, poverty and wellness needs.

(First) Languages of Oregon – Pringle Creek
Janne Underriner and Robert Elliott

Globally, linguistic diversity is the norm, and Oregon is no exception. The presenters will begin by briefly sketching the breadth and scope of languages around the world (some 6,000), emphasizing the devastating phenomenon of language endangerment and loss (approximately 40% are threatened). We will then relate the global phenomenon to the situation in Oregon, giving a brief historical overview of the first languages of the area (18 plus distinct languages) and covering some of the historical reasons for language loss locally.

The presenters will discuss the present day “language revitalization movement” by tribes and Native peoples in and around Oregon and attendees will join in an activity regarding their own family language history. The goal is for attendees to walk away with a richer understanding of the variety of the Native languages once spoken and currently being revitalized in Oregon, a sense of the importance of language for maintaining culture while boosting an individual's identity and resilience, and increased empathy for people struggling to maintain their heritage language.

How to Engage in Difficult Conversation to Connect Across Differences – Santiam 1/2/3
Presenter: Ann Su

Are there situations you would like help in finding alternative responses for, regarding how you acted/did not act? Bring them to this workshop! Participants will learn the what, when and how process of engaging in thoughtful and constructive dialogue about difficult topics. Concepts covered include micro-
aggressions, conflict resolution and empathy-building. You’ll learn from before/after scenarios that include demonstrations of new skills/techniques showing how you can effectively interrupt oppressive language. You will leave with a “toolkit” of communication techniques that are useful in defusing hostility and enabling meaningful engagement, including identifying ways to respond to micro-aggressions through constructive dialogue techniques, and more. (101)

Improving Workplace Climate and Client Services: Concepts and Strategies for Addressing Implicit Bias and Micro-aggression – Santiam 4/5
Derron Coles

Culture-based conflicts can degrade workplace climate and impact the health, engagement and retention of employees and customers. This session helps participants practice intercultural communication strategies, allowing them to take an active role in producing inclusive work environments and stronger client-agency relationships. Participants will become familiar with the concepts of emotional intelligence, implicit bias, micro-aggressions and stereotype threat, and will learn how to use techniques for assessing personal values and biases. The workshop will also help participants learn to apply strategies of restorative justice to identify and respond to incidents of bias, discrimination and micro-aggressions that impact team dynamics.

Reflective (Re)Storying: Investigating How Our Personal Narratives Create Tools for Connection – Santiam 6
Leah Dunbar and Rena Dunbar

How do we as individuals locate our own voice within the larger story of racial reconciliation in America? What tools do we already possess in order to see our personal, family and cultural narratives as vehicles for collective healing? Through a quick-paced series of activities designed to connect our individual her/histories to that of our shared collective present, participants will reflect, write and share a piece of their truth. This story-sharing will help us better understand how the narratives we’ve inherited are reflective of the racial mythologies that sustain inequality, while also offering us the keys to healing our wounds.
Mid-day Sessions - 11:45 – 12:45

Feel free to bring your lunch into the room.

- Poetry and Prose with Oregon’s Poet Laureate
- What is an ‘Employee Resource Group’ and How are They Developed and Maintained?
- Elevator Talk: What Not to Say
- Hidden Figures: Come Share Your Truth
- My place in the diversity conversation

Poetry and Prose with Oregon’s Poet Laureate – Willamette Ballroom
Elizabeth Woody

As a poet and artist, Elizabeth Woody connects image with Pacific Northwest Indigenous culture and history in the works she will present from Luminaries of the Humble, Seven Hands Seven Hearts, and her new unpublished collection Conversion: Roots, Stone, Water and Flesh. She will read from these books and present on the culture of the Columbia River Plateau that influence her work.

She asks, “How does art and culture engage and empower?” It speaks to traditional unity, the humble dignity, and purity in intention— wholeness. Ultimately, as the people who are attentive we restore life with our attention and devotion. Each hears the echoing water within. Each bears the Earth’s renewal as a personal responsibility. We become one with the “obdurate Earth.”

Artifact, monumental earth sculptures and remnant codices from burned libraries are America’s ancient literature. Most know that oral literature of Indigenous America was intact and instructive with eternal wisdom and lessons from a millennial relationship with the Land and ecosystem. Many do not think it continues. The poetry of Elizabeth Woody demonstrates connection with these traditions and pays homage to ethno-poetics.

What is an ‘Employee Resource Group’ and How are They Developed and Maintained? – Santiam 1/2/3
LeMont Boyd and Vivienne Bowles
How often do you need support from members of your work team? Do you ever wonder if there are other people in the workplace that look like you, think like you and share common interest? Daily, many of us face challenges in the workplace regardless of our culture, socioeconomic backgrounds and history. Some of these challenges are the result of micro-aggressions, racism, sexism and other isms that can affect our daily progress at work and at home.

This small group discussion is centered on dialog regarding employee resource groups, or ERGs, and the benefits of creating one. Led by active ERG members who have a wealth of knowledge, including lessons learned, this session will teach you the steps to implementing a functional ERG within your offices.

_Elevator Talk: What Not To Say – Santiam 4/5_
**Victor Cato, Mona Halcomb, and Terri Ward**

Discussion during this session will be determined in part by the attendees and will revolve around several topics, including micro-aggressions and what happens when harmful comments are said that were meant to be supportive. Participants will also discuss the historical and cultural context of stereotypes, exploring the offensive origins of certain words and phrases commonly used. Another topic concerns the challenges of helping someone understand: when should we ask for guidance? How should we ask for it? Participants will also talk about how we react differently to information we receive based on our own culture, training and societal influences. Ultimately, the session will include demonstration of real, practical techniques for building cultural proficiency and facilitating inclusiveness.

_Hidden Figures, Come Share Your Truth – Santiam 6_
**Nike Greene**

*This is limited to 20 attendees only. In the description you will see that this facilitated conversation is designed to bring together specific attendees and for them to share their experience with their peers. Please respect the intent of these sessions and allow for the intended attendee to have their seat and place in the room.*

The same way a city is part of the state, and a river pours into the ocean;
women of color (WOC), are here, they must be seen, and they need to be heard, because their impact is priceless... As women of color we recognize that the role we play in our workplace is only one of the many hats we wear daily. WOC have shared about conflicting feelings of isolation and empowerment; being alone and in charge; as well as inclusion and exclusion within the workplace. “I am more than a check mark in your quota box!” Yes, barriers and biases are real, but they cannot stop our progress.

There is growing appreciation for the value of created spaces that allow unapologetic dialogue and affirmation among marginalized groups. This discussion is not simply another space for anyone to share; Emotionally, participants will be challenged to freely release, expressing themselves on some highly sensitive topics unapologetically. However, instrumentally, participants will be challenged to establish the plans and actions necessary to move them beyond the emotional outlet and accomplish their specific goals.

My place in the diversity conversation – Pringle Creek

Kevin Gannon

This is limited to 20 attendees only. In the description you will see that this facilitated conversation is designed to bring together specific attendees and for them to share their experience with their peers. Please respect the intent of these sessions and allow for the intended attendee to have their seat and place in the room.

In today’s workplace, you hear terms like cisgender, diversity, equity, inclusion, people of color, privilege, social justice and it leaves some people to wonder, where is the white man in this? In an attempt to become inclusive, have people become unintentionally exclusive? Navigating the diversity space as a white man can at times feel like a mine-field, a lonely journey, or just a place of frustration. In this session, our facilitator will lead a conversation by white men and for white men, to talk about diversity in a space where learning is encouraged and judgment is left outside the door. What is your place in the diversity conversation? Starting here might help you find it.
1:00 p.m. Sessions

- Analyzing Demographic and Economic Trends Across Rural Oregon and a Look Ahead
- Courageous Conversations and Common Ground
- Diversity and Racial Inclusion and Awareness in Oregon
- Understanding Racism: How to Show Up as an Ally Every Day
- Moving Beyond the Diversity Approach: Inclusion and Equity in Institutions
- Consultation on Tribal Lands: History, Perspectives and Practices

Analyzing Demographic and Economic Trends Across Rural Oregon and a Look Ahead
– Willamette Ballroom
Josh Lehner and Mark McMullen

Much of the discussion surrounding rural Oregon focuses on data and trends that are backward looking: they indicate how many jobs were lost in the 1980s and 2000s, or how many people moved away, or how old the typical resident is. Given what has happened to the natural resource industries across the state that used to anchor our rural areas, most of these descriptive statistics look bad – such as rural Oregon’s population losses among young working-age households. While these statistics help describe the current lay of the land, they generally do not tell us what tomorrow may bring. To be sure, many of the more forward-looking indicators are also less bright in much of rural Oregon than in urban Oregon, but not all hope is lost.

While broad prosperity eludes much of rural Oregon, and rural America at large, there are certainly pockets of strength. Job growth in rural Oregon is currently as good as it gets, with every region of the state having added jobs over the past year. This panel will discuss recent performance as well as the demographic and economic factors that are shaping the future of rural Oregon.

Courageous Conversations and Common Ground – Croisan Creek A/B/C
Shelaswau Crier

Conversations about diversity, discrimination and bias continue to be difficult and even contentious. Some people are angry. Some are simply afraid – afraid of
saying the wrong thing, afraid of offending someone, afraid of feeling uncomfortable. In this workshop, participants will explore ways to push past fear and discomfort to address these conversations head-on.

One of the primary barriers for discussion will be invalidation. Many conversations stop before they are started because one party, often unconsciously, invalidates the story and statements of the other. Workshop participants will be invited to share their experiences and examine their individual behavior to become aware of invalidating thoughts and actions. These exercises will focus on self-awareness and on the skills of listening and expansion. In order to truly learn from one another, we must be able to expand our perceptions of possibilities to become accepting of realities that differ from our own.

**Diversity and Racial Inclusion and Awareness in Oregon – Pringle Creek**

Kerani Mitchell

This workshop focuses on fostering cultural and self-awareness to build better relationships with clients and colleagues of diverse backgrounds. Participants will learn about the experiences minorities and immigrants often encounter, with a focus on rural areas. Participants will also learn how to reject stereotypes and instead ask questions without relying on micro-aggressions. There will be opportunities to reframe and challenge assumptions as well as to share resources to continue cultural competency learning beyond the workshop.

Participants will learn how to identify and address their own biases and will identify actions and assumptions that create (or inhibit) inclusive communities, with a goal of better understanding how cultural awareness is important even in seemingly homogenous parts of Oregon.

**Understanding Racism: How to Show Up as an Ally Every Day - Santiam 1/2/3**

Michael Hulshof-Schmidt

Understanding how racism works and how people with targeted identities have to navigate allows us to then understand how we can work every day to show up as an ally. This means we must also acknowledge the different intersections of power and privilege and how power works.
Participants will look closely at how people have to navigate differently based on held identities (race, religion, gender, sexual orientation, ability) and we’ll examine the power and privilege in identifying as both white and male. Participants will also learn that showing up as an ally every day means acknowledging one’s position of power and privilege, interrupting oppression, asking individuals and communities how they want your support and more.

Moving Beyond a Diversity Approach: Inclusion and Equity in Institutions – Santiam 4/5
Emily Drew
This session is for managers and leaders who are frustrated that diversification efforts have not significantly changed the barriers to access or inclusion. Participants who will benefit the most are those who already value and understand the significance of racial diversity for their institution, but are struggling to bring it into fruition.

For the past several decades, many institutions have been working to develop a more racially diverse workforce, one that better reflects the public they serve. But most of these efforts are only effective in the short term, since they do not change the structure or culture of the institution seeking to be diverse. Participants will consider how diversifying an institution is the entrée point for inclusion and equity, not the end goal. They will also learn how to apply a framework to their own institution, assessing where it maps on a spectrum of approaches to equity, diversity and inclusion. They will also explore strategies for transforming institutions from within toward the goals of inclusion and equity.

Consultation on Tribal Lands: History, Perspectives and Practices - Santiam 6
Michael Karnosh

Many thousands of years ago, from time immemorial, indigenous peoples of this area lived in harmony with the land, air, water, and natural resources of their homelands. This connection has remained unbroken over the years, even in the face of early Euro-American settlement, treaties, violence, removal to reservations, the Western Oregon Termination Act, and Restoration. Today, the Tribe exercises its rights largely through government-to-government consultation.
Attendees will gain an overview of western Oregon’s rich Native American history plus the Confederated Tribes of Grand Ronde perspective its own ongoing role as caretaker of this place. The discussion will also cover concepts such as sovereignty, treaty rights, ceded lands, usual and accustomed areas, Tribal consultation, and others. The practices and protocols of modern day Tribal consultations will be particularly explored in this presentation, focusing on the application of federal and state regulations.

2:30 p.m. Sessions

- As the World Turns: Mental Health & Wellness in the Ever-Changing Workplace
- Communicating Across Differences: Understanding How Different Categories of our Social Identity Impact How We Relate to Others
- Refugee Resettlement Process (Panel)
- Unconscious Bias: Recognizing Its Influence in the Decisions We Make
- The Racialization of Illicit Drug Use in the U.S: Examining the Statutory and Public Policy Response
- Finding Your Heritage Through Genealogy

As the World Turns: Mental Health & Wellness in the Ever-Changing Workplace – Willamette Ballroom

Andraé L. Brown

How often do you think about quitting work or firing everyone? Research has shown that being unhappy with or unsatisfied at work can diminish our health, relationships and lifespan. As we continue to face the daily challenges of balancing the demands of work, team dynamics and maintaining a positive workspace, it is critical to pay attention to our own mental health and wellness.

This workshop examines how work environments and relationships influence mental health and contribute to the development and maintenance of a strong workforce. Participants will learn how the legacies of marginalization, micro-aggressions, discrimination and various forms of oppression inform our overall well-being. Topics include the connections between mental, physical, spiritual and emotional health; dynamics in the workplace that influence our overall mental health;
health and wellness; and keys to maintaining healthy relationships within the workspace. Participants will develop strategies around using their individual, familial and communal strengths and resilience to improve relationships and advocate for sustainable change and more.

**Communicating Across Differences: Understanding How Different Categories of our Social Identity Impact How We Relate to Others** – **Croisan Creek A/B/C**

**Ann Su**

As humans, we are constantly labeling and categorizing information on a conscious and unconscious level. This enables our brain to effectively sort information efficiently. Often, the labels and categories we assign form generalizations and stereotypes in our mind. When we allow stereotypes to define individuals, we fail to see the inherent diversity in humans. Race and gender are two examples of terms we use widely to describe people. But do we really know what we are describing when we assign racial and gender categories? Does our use of categorical and stereotypical labels impede our ability to connect across differences?

This workshop will explore how culture and society influence our understanding of race, gender and other categories of identity. Participants will also learn how to become more aware of their own social identities and how that impacts the dynamics of relating. Understanding how labels separate and connect us as individuals can help deepen our sense of community and belonging.

**Refugee Communities in Oregon: Resettlement Process, Journey and Challenges** – **Pringle Creek**

**Djimet Dogo**

The U.S. refugee resettlement program is a partnership between federal agencies and local religious and private organizations that reflects the United States’ highest values and aspirations. Since 1975, Americans have welcomed over three (3) million refugees from all over the world, building new lives, homes and communities in towns and cities in all 50 states. Oregon has one of the fastest growing refugee and immigrant populations in the country.
This session explains how refugees get selected and what risks and challenges they face once in the U.S. The session also presents how Africa House, working under the umbrella of the Immigrant and Refugee Community Organization (IRCO), welcomes and orients the newcomers. Participants will learn about the myths surrounding the term “refugee” and how refugees now represent an addition to Oregon’s diverse workforce. Participants will increase their knowledge of Oregon’s refugee and immigrant population, understand the challenges faced by refugee and immigrant populations (such as an Executive Order limiting travel), and gain an understanding of mental health issues in refugee populations.

Unconscious Bias: Recognizing Its Influence in the Decisions We Make — Santiam 1/2/3
Christina Lincicome and José Guardado

How leaders apply decision-making processes has a significant impact on all areas of an organization. This presentation engages participants in discussion and discovery of the impact of the inherent “natural human process” of unconscious bias – part of that decision-making process. Through a bit of fun, practice and open dialogue, this session provides a framework for individuals to access another level of thinking, to apply decision-making models, and to develop effective ways to mitigate unconscious bias in the decision-making process.

Participants will discuss the term unconscious bias, including any additional associated terms; explore how unconscious bias impacts the everyday work experience with peers, customers, and business partners; and identify strategies that help address unconscious bias in the decision-making process and result in providing superior, culturally responsive customer service.

The Racialization of Illicit Drug Use in the U.S: Examining the Statutory and Public Policy Response — Santiam 4/5
Frank Franklin

Race plays a pivotal role in U.S. culture. Although socially constructed or imagined, race and racial categories are real and their boundaries and meanings are often subject to contentious change and redefinition. Racialization is a social process that attributes others with characteristics so foreign or alien that it is
impossible to conceive of being equal members of the same political community. Racialization involves power dynamics between two or more groups and the group with the most compelling resources to bear on definitional boundaries will be successful at defining identity.

One example is changing patterns of illicit drug use. The narratives of opiate and opioid use render similarly situated conduct between people of color and white people with distinct social scripts. For people of color, involvement with illicit drugs, either through use or possession, is a consequence of an inherent moral failing or character flaw. Alternatively, for white people, involvement with illicit drugs is a result of a bystander effect or a byproduct of external forces beyond their control. Racializing illicit drug use results in distinct and conflicting statutory and public policy responses. Participants will learn about the role of racialization in framing issues of public concern and will examine how it influences legal and policy response.

Increasing Our Harmony with Others by Understanding Our Own Family History – Santiam 6

David Bruey and Elizabeth Tice

How might an understanding of your family history increase your appreciation of cultural diversity and your happy inclusion of others whether at work or in your personal life? Genealogy research can reveal so much about our heritage, conflicts, immigration, diversity and culture. It can even give us insight into current conflicts and tolerances.

In this session, aimed at those just starting their adventure into researching their family history, participants will explore some concepts about our in- and out-groups and how our family history can enlarge the range of persons we recognize as truly related to ourselves. Participants will learn how to get started with a beginner’s plan, including a review of Oregon resources, free internet sites for genealogy, US records, DNA testing for ethnicity and more.
Speaker Biographies

Keynote Presenter

Kevin Gannon is professor of History and director of the Center for Excellence in Teaching and Learning at Grand View University in Des Moines, Iowa. He teaches and writes on race and politics in U.S. and Latin American history and is a consultant and facilitator for teaching, learning and diversity workshops on campuses across the United States. In 2015, he received Grand View University’s award for Excellence and Innovation in Teaching. He blogs at The Tattooed Prof and is a regular contributor to several online journals and platforms, where he writes about pedagogy, history, race and justice. In 2016, he appeared in the Oscar-nominated documentary 13th.

Presenters/Facilitators

Vivienne Bowles is a native of Portland Oregon, raised in southern California. She has a compassion for serving and mentoring community members. For the last 16 years, Bowles has worked in the Portland metropolitan area as a manager of operations and service delivery. She has completed the leadership management program at PSU and is an active board member of the Kukatonon African dance group and has been a member of BEST for the last 3 years, serving as an advisor for district 2 (Multnomah County). Currently Bowles is stationed at NE SSP and Gateway Domestic Violence Center, managing both programs.

LeMont Boyd started his career at the Department of Human Services in March, 2000. Previously he worked in residential treatment as an intake coordinator with the Portland House of Umoja. He also worked for the Washington County Juvenile Probation Department at its Harkin’s House Program as a residential counselor. In his 17 years at the department, he spent most of the time working in protective services investigating child abuse and neglect. He currently holds a role as a protective services supervisor in Washington County and advises staff regarding how to conduct child abuse assessments, helping ensure safety for children and families throughout western Washington County. Boyd has a bachelor’s degree in Criminal Justice Administration.

Andraé L. Brown is the president of Heru Consulting, an independent clinical, research and consulting practice. He focuses on developing treatment models
that use the strengths and supportive structures of families, schools and communities to address trauma, violence and substance abuse. Consultation, research and clinical interests include resilience in street-life oriented families, liberation psychology, the psychosocial development of adolescents living in the urban context, cultural equity in service provision and empowering system-involved families and caretakers. Dr. Brown’s work also addresses global issues such as homelessness, poverty, mass incarceration and health disparities by developing systemic interventions and informing policy that impact the daily lives of families and communities.

**David Bruey** has focused on cross-cultural communication and orientation programs for over fifty years. He studied at Ohio State University, became director of its Men’s International House, and taught Comparative Literature. He joined the Peace Corps, taught English Language in Morocco, wrote a national English exam for that country, and helped train new volunteers. He joined a university in Wisconsin to establish an international program and developed it to include some 600 students from 80 countries. Bruey has given scores of presentations, including many at national professional conferences and at advisor training sessions overseas sponsored by the U.S. State Department.

**Victor Cato** is the Strategic Initiatives and Special Projects administrator with the Oregon Department of Education. He works within the Office of the Deputy Superintendent and is charged with coordination and project management oversight of the agency’s strategic initiatives and investments work. Additionally, Cato serves as past-president of the National Alliance for Partnerships in Equity, a national network of education agencies, organizations and corporations aimed at fostering diversity, improving access, and ensuring equitable outcomes within education environments. Cato led the development and implementation of Oregon Program Improvement Process for Equity™, a statewide, multiyear collaborative, professional development series, with Oregon’s Higher Education Coordinating Commission-Office of Community Colleges and Workforce Development.

**Derron Coles** is a learning strategist with more than 15 years’ experience designing learner-focused curriculum. Coles’ portfolio runs the gamut from learning solutions for technical topics, like a globally utilized online training on river system analysis, to interpersonal skills training, such as his award-winning
cultural competency curriculum. Coles spent eight years as head of mathematics for the OSU Educational Opportunities Program, leading culturally responsive efforts to recruit and retain underrepresented science and engineering students. He is now owner and principal consultant for DRC Learning Solutions, where he evaluates, develops and implements curriculum for technical and social justice-oriented education programs.

**Shelaswau Bushnell Crier**, a Louisiana native, is a public speaker, legal scholar and community activist. She holds a JD from Yale Law School and a Bachelor’s in Mathematics from Rice University. A former law professor at Willamette University and Loyola University New Orleans, Crier has also practiced law in Houston, Texas and clerked for a federal district judge. A staunch believer in active community participation, Crier has served as vice president for the Salem-Keizer Branch of the NAACP, presently serves on multiple state advisory committees, has given presentations on bias and accountability, and has been a speaker at numerous community rallies and vigils.

**Djimet Dogo** has over 25 years’ experience facilitating collaborative coalition-building for refugee and immigrant communities. As coordinator of the Tchad-NonViolence program in N’Djamena, Chad from 1992-1998, Dogo worked within Chadian Muslim and Christians groups to further policies that promote equity and social justice. After arriving in Oregon 17 years ago, Dogo forged partnerships with local governments, supported developing ethnic community-based organizations and worked with emerging community leaders to serve the growing number of African immigrants/refugees resettling in in the Portland Metropolitan region. He has been director of IRCO Africa House since its founding in 2006.

**Emily Drew** is an associate professor of Sociology and Ethnic Studies at Willamette University, where she teaches courses about racism, immigration and social change. Her research agenda revolves around understanding how race and racism get institutionalized, with the goal of helping to illuminate more effective strategies for interrupting systemic inequality. Drew is a co-trainer of “Understanding Institutional Racism” workshops for Crossroads Anti-Racism Organizing and Training. In that context, she works as a strategic planner, helping institutions develop and implement long term commitments to anti-racist, multicultural diversity. Drew also works with a local coalition for immigrant rights
and is in the process of publishing new research about mixed-status families living “Under One Roof” in Oregon.

**Leah Dunbar and Rena Dunbar** are twins and great-granddaughters of the American South. The twins give voice to the stories of their ancestors through examining how the trauma of enslavement and triumph of survival is passed forward. They are now both teachers in Eugene, focusing on community-building and listening, to encourage students to actively participate in the work of undoing oppression. This is the 10th year of teaching their course, entitled “Courageous Conversations,” and it is based on Glenn Singleton’s book of the same title, which speaks to the development of honest and healthy dialogues about race. The Dunbar twins use Singleton’s agreements as a conduit to engage students in challenging and productive discussions about race, gender, class and other societal issues affecting their students’ lives.

**Robert Elliott** is associate director at the University of Oregon’s Northwest Indian Language Institute. He has been working with languages and Native communities of the Pacific Northwest since 2008. He has worked extensively with Native youth on language and technology projects on the reservations in Oregon and neighboring states.

**Frank Franklin** is an epidemiologist with applied experience in injury and forensic epidemiology. Dr. Franklin received his training from The Johns Hopkins University School of Public Health, Center for Injury Research and Policy, where he received his Ph.D. He received his MPH in international health and epidemiology from the Morehouse School of Medicine and a BS in biology from Morgan State University. Dr. Franklin also holds a Juris Doctor from the Kline School of Law, Drexel University. Dr. Franklin currently serves as the principal epidemiologist and director of Community Epidemiology Services with the Public Health Division of the Multnomah County Health Department.

**Nike Greene** was born in Portland. As a wife and mother of four, family is her primary value. She is a George Fox University graduate with a Master’s in Marriage and Family Therapy and serves as the director of Education & Community Engagement for Portland’5 Centers for the Arts. Greene’s endeavors remain connected to her passion around collaborative communities, engaged families and celebrating diversity. As a therapist, she believes that healing and
unity can build stronger communities. She is known for her vibrant personality, experiences within school and correctional systems, community leadership and her stand for social justice.

José Guardado, a corporate trainer with SAIF Corporation, coordinates the organization’s Diversity and Inclusion Business Strategy. Guardado has been with SAIF since 2010 and has called Oregon home for the past 14 years. His background includes a BA in Communication and an MA in Instructional Technology. Guardado’s commitment to engaging everyone in the diversity and inclusion conversation is reflected in his active participation with the Portland’s Intercultural Communication Institute.

Mona Halcomb is an enrolled citizen of the Confederated Tribes of the Umatilla Indian Reservation. Halcomb has nearly 25 years of experience working in education, currently serving as the Oregon Department of Education Indian Education Specialist. She works closely with state education agencies, Oregon’s nine federally recognized tribes, and native communities and organizations in an effort to close the achievement gap for American Indian/Alaska Native students.

Michael Hulshof-Schmidt has extensive experience providing challenging and collaborative equity and inclusion consulting. He has a deep understanding of culturally responsive work, navigating power and privilege, and the impact of intersectional identities. Hulshof-Schmidt has worked in a wide variety of environments including non-profit social service agencies and government organizations, private and public K-12 education, colleges and educational consortia. In addition to serving as the executive director of EqualityWorks, NW, Hulshof-Schmidt also teaches Social Justice and Anti-Oppressive Practice at the Portland State University School of Social Work.

Michael Karnosh was born in Oregon and attended kindergarten through college in Idaho. He received his Bachelor’s degree in Forest Resources from the University of Idaho in 1995, and then moved back to his home state. For the next 12 years, he served as a forester at the Tribe. Karnosh attended law school at Lewis and Clark in Portland through the evening program, earning a J.D. with a Certificate in Environmental and Natural Resources Law in 2005. He was admitted to the Oregon State Bar in 2006 and became the Tribe’s first Ceded Lands Manager in 2007. His primary responsibility is protection of the Tribe’s sovereign
rights, interests and responsibilities over its homelands.

**Josh Lehner** develops the state of Oregon’s quarterly economic forecast, including outlooks for employment, income, and housing. He also forecasts revenues for the Oregon Lottery, Oregon Judicial Department, and state marijuana and tobacco taxes. Lehner’s economic research has been cited by *Calculated Risk, The Economist, Financial Times, National Public Radio, The New York Times, The Washington Post* and other local media. Prior to joining the state, he worked as a research analyst for a local economic development organization and published a paper on the border tax effect between Oregon, Washington and Idaho. Lehner earned a BA in Economics from the University of Colorado and an MS in Economics from Portland State University.

**Christina Lincicome** is the director of Diversity and Inclusion at SAIF Corporation. She has been with SAIF for 22 years and has held several positions there including claims director, supervisor, senior adjuster and adjuster. Lincicome is a graduate of University of Oregon with a BA in English and minors in Business Administration and Spanish. She also holds a Master’s of Science in Management and Organizational Leadership from Warner Pacific College. Lincicome continues her commitment to inclusion through her partnerships with the Intercultural Communication Institute, located in Portland.

**Mark McMullen** serves as State Economist and director of the Oregon Office of Economic Analysis. The office provides objective forecasts of the state's economy, tax revenue and population to advance the goals of the governor, legislature, state agencies and the public. Prior to joining OEA in the fall 2010, McMullen served as director of Consulting at Moody’s Analytics and was a researcher with the Congressional Budget Office. McMullen was an undergraduate at Pomona College and did his graduate work at the University of Pennsylvania.

**Kerani Mitchell** is an East Indian adoptee who has spent most of her life in small Oregon towns. Mitchell is accustomed to questions about her citizenship and lineage. The constant questioning of her identity inspired Mitchell to obtain a BA in International Studies from Seattle University, where she focused on multicultural and social justice issues. She’s since held numerous positions coordinating people and programs in nonprofit settings, and working with immigrant, student and volunteer populations. She currently works as a
coordinator at the year-round arts and cultural nonprofit Sisters Folk Festival, Inc. and serves on the Bend International School Board of Directors.

**Ann Su** has been a public interest attorney, community activist and social justice advocate for the past twenty years. She teaches in the areas of women’s studies, law and race/racism at Portland Community College and the Pacific Northwest College of Art. She studied political and social thought at University of Virginia, then focused on public interest law at George Washington University. A self-proclaimed outlier, she has always been interested in how the ambiguity in language can unnecessarily polarize people. Her desire to explore diversity of thought and bridge understanding inspires her facilitation of conversations on race and labeling.

**Elizabeth Tice** is a retired high school mathematics teacher. She currently serves as president of Willamette Valley Genealogical Society. In more than 20 years of researching her family, she has made trips to New England, New York and Canada. She has visited the National Archives in Massachusetts and Seattle, the Family History Library in Salt Lake City, many historical societies, courthouses, libraries and cemeteries too numerous to name. Tice graduated from Portland State University with a BA in Mathematics, did graduate work at Southern Oregon University, and taught for 33 years in Oregon.

**Janne Underriner** is the director of the Northwest Indian Language Institute. She has been active with language preservation and revitalization issues in the Northwest since 1996 when she began working with Elders in the Klamath Tribes’ language project, developing curriculum and teaching materials for their community and schools. She co-founded the Northwest Indian Language Institute in 1997.

**Terri Ward** is a policy analyst with the Oregon Department of Education in the Office of the Deputy Superintendent of Public Instruction. She works on the redesign of the new School Report Card, the agency’s Strategic Plan and Implementation, the Graduation Blueprint Report and many program evaluations and survey designs, including the Tribal Attendance Pilot Project, State Board of Education, ODE Human Resources, and Oregon School Counselor surveys. Ward has also analyzed and revised policies on employee telecommuting, ADA accessibility development for all ODE websites, and Tribal consultations.
Elizabeth Woody (Navajo/Warm Springs/Wasco/Yakama) has published poetry, short fiction and essays and is a visual artist. Her first poetry book, *Hand Into Stone*, received a 1990 American Book Award. Her second and third collections published in 1994 are *Luminaries of the Humble*, by the University of Arizona Press, and *Seven Hands, Seven Hearts, Prose and Poetry* by The Eighth Mountain Press. Woody is an alumna of Kellogg Foundation’s Fellowship through the AIO Ambassadors program. She is born for Tódích’ííinii (Bitter Water clan) and her birthplace is Ganado, Arizona. She is Oregon Poet Laureate and lives in Warm Springs.