BEYOND TOLERANCE, LEVERAGING DIFFERENCES

SEPT 12th & 13th
SALEM CONVENTION CENTER
SALEM CONVENTION CENTER

FIRST FLOOR

- GALLERY
- SANTIAM BALL ROOM
- STAFF SERVICE AREA
- ELEVATORS
- ADMIN OFFICE
- TO PARKING GARAGE
- LOADING DOCK
- UPPER LEVEL EMERGENCY EXIT

SECOND FLOOR

- FERRY STREET
- COMMERCIAL STREET
- LIBERTY STREET
- TRADE STREET

CONFERENCE CENTER INFO

Bathrooms:
- Women’s — 1st floor/2nd floor
- Men’s — 2nd floor
- Gender Neutral — Admin Office

Lactation/Private Room: Admin Office (next to elevators)

Lost and Found: Admin Office

Sharps containers: In every bathroom
SCHEDULE OF EVENTS

7:00 – 8:30am  Registration
8:30 – 9:30am  Welcome and Opening
10:00 – 11:30am  Session #1: Morning
11:30 – 1:00pm  Lunch: On your own. However lunchtime entertainment provided.
1:00 – 2:30pm  Session #2: Mid-day
3:00 – 4:30pm  Session #3: Afternoon

CONFERENCE ETIQUETTE

- Give the speaker your full attention, engage, and avoid distraction.
- Ask questions that are relevant to the topic and the speaker. Allow time for others to ask questions.
- Show respect to all those around you. Understand that your perspective and experiences may differ from other attendees; be courteous to others’ opinions and feelings.
- Don’t interrupt the speaker or someone else who is asking a question.
- Silence your cellphone during sessions.
- Be on time (or early if possible) so as not to disrupt sessions already underway.
- Read the topic description of the session before starting. Ensure it is a topic that you can comfortably and respectfully participate in.

Room Monitors will be present in each session and reserve the right to ask attendees to leave if they become disruptive or disrespectful.
### UPSTAIRS

#### SESSION #1: 10:00am - 11:30am

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<thead>
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<tbody>
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#### LUNCH: 11:30am - 1:00pm

Lunch time is on your own; however, those wishing to stay at the Conference Center are invited to enjoy a musical performance by world renowned artist Jan Michael Looking Wolf.

#### SESSION #2: 1:00pm - 2:30pm

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Leading Inclusive Teams from Diverse Perspectives (Part 1 of 2)
Steven Hanamura
-Croisan Creek

Diversity and inclusion have become full-blown initiatives within the past 10-15 years. We are beginning to see the need to help state agencies expand their understanding of how leadership, inclusion and diversity can bring added value to productivity in our places of work. This session is designed to assist managers and staff in increasing their skills and strengthening their ability to incorporate diversity and inclusion into the fabric of their respective agencies.

Managing Unconscious Bias (Part 1 of 3)
Christopher Harding & Gilda Montenegro
-Santiam Ballroom 1

Organizations large and small throughout the U.S. and around the world are now realizing the hidden, counterproductive impact unconscious bias has on their thought processes, decision making, and strategic thinking. Learn what cutting-edge leaders are now doing to overcome such hidden side effects as brain blindness, group-think, perspective blindness and more – and why many leaders refer to these as symptoms of “The Virus of Bias.”

Identity and Race – Telling Our Stories (Part 1 of 2)
Aisha Hauser
-Santiam Ballroom 2/3

This is a two-part workshop. In part one, participants will be invited to think about their identity through experiential exercises. Where did they grow up? What school did they attend? What did they understand about their identity growing up? What do they understand now? Reflecting on the answers to these questions will ground participants as they are invited to explore the environments they’ve encountered and how that has impacted their experiences.

Identifying and Understanding Microaggressions (Part 1 of 3)
Lillian Tsai
-Santiam Ballroom 6

Part I of this three-part series will focus on the basics of microaggressions:

1. What are they?
2. How and when do they show up verbally, nonverbally, systemically, and environmentally?
3. What causes them?
4. What are the health-related challenges and symptoms resulting from the ongoing impact of microaggressions?

The audience will walk away with a better understanding and awareness of what microaggressions are and how to identify them when they see or hear them.

Is Life Really Easier for Men?
Paula Stone Williams
-Santiam Ballroom 4/5

Rev. Dr. Paula Stone Williams will speak about her experience living as a male and as a female in the US. Are men privileged in ways they do not understand? Do women have to work harder to be seen as leaders? Do men empower each other more than women empower each other? With humor and insight, Paula will answer these questions and more, using both empirical data
and her experience in both genders to explore the difference between equality and equity. Men will depart with greater understanding of their own privilege and the opportunity to make a difference that comes along with that privilege. Women will understand the importance of standing up for themselves and working together to bring about change. Both genders will be asked to examine the ways in which we bring our privilege with us in all of our interactions.

“When Helping Others Hurts!” Addressing Equity and Diversity Fatigue (Part 1 of 3)
Nike Greene
-Willamette Ballroom

Feeling exhausted, burned out? Human compassion moves us to concern and action, but not without cost. At times, our unwavering commitment to creating greater equity, inclusion, and social justice leaves us exhausted and too overwhelmed to make meaningful and sustainable change. Too often people who immerse themselves in the daily work of social change while living with the multiple marginalized identities experience a lack of restorative spaces and healing practices. In this highly engaging and supportive session, participants will explore the roots of their stress and burnout and develop practical ways to rejuvenate, re-energize, and retool themselves as powerful change agents. Participants will:

1. Recognize the need for greater self-care and healing.
2. Understand the critical need for peer support.
3. Explore proven approaches and tools for self-care.
4. Commit to a personal and supportive network action plan for renewal and rejuvenation in an effort to become more effective leaders.

Leadership Track
Panel Discussion
-Board Room

Supervisors and managers need to recognize the ways in which the workplace is changing and evolving. Managing diversity is a significant organizational challenge, so managerial skills must adapt to accommodate a multicultural work environment. This session will provide an intimate conversation with a dynamic group of leaders from the state of Oregon who are answering the important questions and developing services and organizational cultures that leverage diversity. These leaders will discuss the challenges and benefits of creating an equitable and inclusive environment. Participants will learn practical ways diversity is being leveraged within state agencies and become inspired by the leaders who are putting these concepts into action. The focus of discussion is relevant to managers, but open to all.
Engaging in Difficult Conversations Cross Culturally (Part 2 of 2)
Steven Hanamura
-Croisan Creek

Now more than ever we seem to be dealing with increasing tensions both in the workplace and the world at large. It would appear that many people are unable to have truthful and respectful conversations cross culturally and politically. This session is designed to help participants take first steps in being able to converse with one another respectfully.

The Power of Diversity and Inclusion (Part 2 of 3)
Christopher Harding & Gilda Montenegro
-Santiam Ballroom 1

For many organizations, diversity initiatives were originally a matter of complying with federal regulations. But as more people from a variety of backgrounds enter the workplace, leading organizations have come to realize the inherent value of what some call the hidden assets of diversity. Learn the intentional processes of inclusion and cross-mentoring that allow forward-thinking leaders to optimize the overall intelligence of their teams while facilitating the often untapped genius of each individual.

Identity and Race – Telling Our Stories (Part 2 of 2)
Aisha Hauser
-Santiam Ballroom 2/3

This workshop will engage participants in discussions about how their identities shape how they understand racial dynamics in the United States. The format will invite people to talk to each other respectfully in order to come to an understanding that each of us comes with a set of experiences that is shaped by our identity and how we are treated by society. Participants will have an opportunity to reflect on how their identity impacts their service delivery in their professional role.

Understanding Microaggressions and Race (Part 2 of 3)
Lillian Tsai & Sirius Bonner
-Santiam Ballroom 6

Overt expressions of racism (hate crimes, physical assaults, use of racial epithets, and blatant discriminatory acts) have morphed in today’s workplace and communities in a more contemporary and insidious form that hides in our cultural assumptions, beliefs, values, institutional policies and practices, and in the deeper psychological recesses of our individual psyches. Race experts believe that racism has become invisible, subtle, and more indirect, often operating below the level of conscious awareness and continuing to oppress in unseen ways. This contemporary manifestation is known as symbolic racism, modern racism, implicit racism, and aversive racism. Aversive racism is closely related to the concept of racial microaggressions because it generally occurs below the level of awareness of well-intentioned people. Join us to explore where and how racial microaggressions show up as a result of different types of unconscious biases. Learn how to recognize “racial anxiety” and its impact on workplace interactions and our physiological health. And learn the differences between how the majority White population and people of color experience them and what to do to interrupt them.
Tapping into the Power of Multigenerational Teams
(Part 1 of 2)
Scott Sadler
-Santiam Ballroom 4/5

Why are Millennials shaking up the world? Because by 2020, they will dominate over half of the workforce. These emerging professionals have been labeled entitled, lazy, and impatient, yet their technological and humanitarian strengths are critically valuable. While we are learning about them, Gen Z is coming on fast and will soon be the focus as your teammates. Boomers and Gen X are still very much a factor at work and want validation for their efforts. In this training, each generation’s unique needs will be explained. This understanding provides a sense of belonging and a cultural understanding that allows a team to come together and thrive and as a bonus, you get to learn things about yourself you may have never known!

1. Gain an understanding of why generations are so different.
2. Recognize people’s unspoken motives and needs.
3. Decrease stress, conflict, and absenteeism.
4. Give individualized feedback and appreciation.

“Turn it Off! When Bad News Becomes too Much.” Examining the Intersection of Vicarious Trauma, Race, and Gender in the Workplace
(Part 2 of 3)
Nike Greene
-Willamette Ballroom

Discussions about trauma are often limited to a single incident, like a gunshot. Additionally, trauma can be a result of hunger, housing instability, exposure to abuse, police brutality, domestic violence and more. Furthermore, we know trauma can pass through generations as the result of historical violence, slavery, redlining, and mass incarceration. Like a cancer, the longer it goes unnoticed and untreated, the worse things can get. Those working with traumatized individuals and communities can experience symptoms of vicarious trauma which include intrusive imagery and nightmares, lack of safety, avoidance of violent stimuli in the media, difficulty listening to clients, irritability, and emotional numbing. Throughout the workshop, participants will develop strategies to use the strengths and resilience embedded within individuals, families, and communities to address trauma, mental health, and wellness needs. Moreover, we will examine:

1. The connections and impact between mental health, racism and gender discrimination.
2. How family, the workplace and larger societal norms influence our mental health.
3. Keys to creating a healthy work environment to support self-care and the health of our clients.

Leadership Track
Self-Awareness: The Foundation of Inclusive Leadership
Carol French and April Lewis
-Board Room

Inclusive Leadership is based on the premise that organizations benefit when every employee’s background and thinking are seen as assets to their teams. Inclusive leaders must first understand their own cultural programming, their beliefs, values, and biases before they can effectively lead those who are different from themselves. This fun, fast-paced, and interactive session will explore the primary components of self-awareness:

- Cultural identity.
- Unconscious bias.
- Strategies to mitigate the impact of our implicit biases.
Veterans — Meeting the Needs of Those Who Served  
Nathaniel Boehme, Elizabeth Estabrooks, and Gus Bedwell  
-Croisan Creek

Oregon is home to over 300,000 people who have served in the U.S. military. These veterans represent all sexes, races, religions, colors, sexual orientations, gender identities and expressions, national origins, immigration statuses, and conflict periods from WWII and on. Currently less than half the veterans in the state access their rightfully earned benefits or resources. The Oregon Department of Veterans' Affairs (ODVA) has served the state’s veterans since 1945 and is proud to continue doing so today. However, those who served face a unique set of circumstances and challenges when it comes to navigating things like employment, school, and even daily life. The intersectionality of different statuses works to compound those challenges for communities of color, women, LGBTQ, aging, tribal, and other minority communities.

Join Elizabeth Estabrooks, Oregon’s Women Veterans Coordinator; Gus Bedwell, Training and Development Specialist for ODVA; and Nathaniel Boehme, the LGBTQ Veterans Coordinator for an in-depth discussion on veteran culture, unique medical and behavioral health circumstances that veterans face, and how we work to move beyond a simple discussion of diversity and inclusion and ensure a state better equipped to meet the needs of all those who served.

Responsibility, Empowerment, and Inclusion in a Diverse Environment (Part 3 of 3)  
Christopher Harding & Gilda Montenegro  
-Santiam Ballroom 1

One of the greatest challenges most organizations face in regard to fully leveraging diversity and inclusion while creating an equitable and culturally agile work environment is how to truly develop and uniquely empower all its people. Learn how top organizations are adopting a new model of responsibility, empowerment, and accountability to ensure that its leaders create a thriving, empowered culture that provides equitable opportunities for each individual.

The Spiritual Journey & Indians of the Columbia River Plateau  
Jefferson Greene  
-Santiam Ballroom 2/3

The session will examine the creation story of the Columbia Plateau Indians living spiritually on the land caring for the resources and learning about the many beings among it before contact with Euro-American immigrants. Immigrants destined to conquer the mighty west left indigenous cultures, families, and communities devastated as the United States of America continued to be formulated while attempting to civilize Indian people into Christianity and Euro-American ways of life. This workshop will recognize the historical reality, inequalities, and enactments to dislocate the Indians from homelands, culture, heritage, and their spiritual presences. These traumatic events throughout the Americas have become imbedded into family structures, community social life, and within the DNA of American Indians, passing trauma from generation to generation.
Key takeaways for attendees:

1. American Indians are of the Earth, having migrated from nowhere.
2. Since contact with European Immigrants, American Indians are still adapting to foreign systems built to conquer their indigenous presence.

Interrupting and Responding to Microaggressions (Part 3 of 3)
Lillian Tsai & Sirius Bonner
-Santiam Ballroom 6

This is the conclusion of the three part series. All participants must have previously attended Part 1 or have a foundational knowledge about microaggressions to appreciate this session to the fullest extent.

This session will help the audience understand their own triggers (or hot buttons) and learn strategies on how to respond to microaggressions when they occur in the workplace. Participants will be able to practice using role plays in each of the three identities as the target, bystander, and offender with suggested scripts that they can customize for their own use. We will conclude with some tips on what can be done in the workplace to interrupt and reduce the onset and frequency of microaggressions.

1. Develop and grow top Millennial and Gen Z talent.
2. Increase your team’s productivity and accountability.
3. Create a diversity plan from the hiring phase and beyond for supervising and leading different generations.
4. Build a coaching tool box for dealing with generational conflict and negativity bias situations.

“The Ultimate Clash of the Cultures.” Unveiling Motivation for Change (Part 3 of 3)
Nike Greene
-Willamette Ballroom

Does diversity really matter? Haven’t we done enough? Will being inclusive really impact our organizational productivity? “I am more than a token or a quota requirement.” Many of us have been asked by others, or even asked ourselves some of these questions. And although research shows that diversity helps to reveal our cognitive blind spots and uncovers opportunities that otherwise would be missed, most of us get stuck and unable to move forward during the times of tension and discomfort. The reality is that a more diverse workforce increases organizational effectiveness and has the capability to lift morale. However, with all of this, many of us have also
experienced attempts to increase diversity in the workplace that have backfired and sometimes even heightened tensions among employees. This workshop aims to explore the impact, challenges, and diversity mission paradigm shifts within leadership. Participants will:

1. Define motivations for diversity – both in the audience and workforce.
2. Gain an understanding of the changes that need to happen, the timeframes they need to happen in, and where the responsibility inevitably lies.
3. Reflect and learn from short-term projects that you can connect to long-term strategies for change.

**Leadership Track**

**The Level Playing Field... As Seen from the Sidelines: Understanding the Advantages and Challenges of Different Lived Experiences**

Carol French and April Lewis

-Board Room

This workshop enables participants to identify with both the mainstream and marginal roles they play at work and in society. We will explore the characteristics of the mainstream that can make life more challenging for those in the margins. Using small group discussion and large group debriefs the session will include:

- Personal connections to experiences of marginalization.
- Characteristics of the mainstream.
- Identifying specific identities of the mainstream and the margin.
- Development of initiatives the mainstream can take to bridge to the margin.
THANK YOU

To the people who made the 2018 Oregon Diversity Conference possible, thank you. Your contributions of talents, time and considerable skill make a difference in the growth and development of our state agencies.

Aimee Steketee  Oregon State Legislature
Angela Bluhm  Chief Education Office
Anne Mildenberger  Conference Weaver, Oregon Department of Transportation
Audrey Powell  Department of Administrative Services
Blake Dye  Oregon State Police
Bryant Campbell  Business Oregon
Carlos Rodriguez  Oregon Department of Forestry
Christina Higby  Oregon Department of Agriculture
Cindie Lang  PERS
Diane Navarrete  Oregon Parks & Rec
Eric Villegas  Oregon Employment Department
Eric Wilkinson  Department of Corrections
Erick Kountz  Oregon Lottery
Gina Olinghouse  Department of Justice
Harumi DeRosia  Oregon Health Authority
Hysan Mak  Oregon Department of Transportation
Jessica Eickmier  Oregon Liquor Control Commission
Joan Barton  Department of Corrections
Karen Chavez  PERS
Katherine Gile  Oregon Department of Transportation/DMV
Katie Curtis  Department of Revenue
Lisa McCune  Department of Fish & Wildlife
Lori Odovardi  Oregon State Police
Marisela Gonzalez  Oregon Youth Authority
Michael Saetang  Oregon Department of Transportation
Michelle Perkins  Department of Revenue
Natalie Brant  State Library or Oregon
Oscar Herrera  Department of Human Services
Patrick Vance  Department of Corrections
Patty Cuno  Higher Education Coordinating Commission
Renee Hk-LeBlond  Oregon State Legislature
Sandra Barnes  Oregon Department of Transportation
Shelley Crick  Oregon Department of Transportation
Shelley Snow  Oregon Department of Transportation
Teresa Rainey  Oregon Employment Department
Teri Herndon  Oregon Housing and Community Service
Terri Ward  Department of Education
Tom Vigil  Oregon Department of Transportation
Veronica Murray  Department of Consumer & Business Services
Vickie McDermott  Oregon Water Resources