State of Oregon Diversity and Inclusion Conference
September 11-12, 2019
Salem Convention Center
200 Commercial St SE
Salem, OR 97301

Conference Center Information
Restrooms:
Women’s – second floor
Men’s – second floor
Gender Neutral – both restrooms on first floor

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

Lost and Found:
Admin Office

Sharps containers:
In every restroom

Schedule of Events
1st Floor Gallery by Ferry Street
7:30 – 8:30 am Registration

2nd Floor Willamette Ballroom*
8:30 – 8:45 am Welcome and Opening
8:45 – 9:00 am Governor’s Address
9:00 – 9:45 am Agency Leadership Panel
*The front row of seats and area in front of the stage in the Willamette Ballroom are reserved for attendees who have a disability or are pregnant.

10:00 – 11:30 am Session #1
11:30 – 1:00 pm Lunch: On your own.
1:00 – 2:30 pm Session #2
3:00 – 4:30 pm Session #3
### Session #1: 10:00 – 11:30 am

<table>
<thead>
<tr>
<th>Upstairs</th>
<th>Downstairs</th>
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<tbody>
<tr>
<td><strong>Willamette Ballroom</strong></td>
<td><strong>Santiam Ballroom 1</strong></td>
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<tr>
<td><em>Sexual Harassment Public Policy Reforms in the #MeToo Movement</em> Andrea Johnson and Nicole Faut, National Women’s Law Center</td>
<td><em>Leading with Race: Research Justice in Washington County</em> Dr. Shweta Moorthy, Coalition of Communities of Color</td>
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<td>Croisan Creek Room*</td>
<td>Santiam Ballroom 2/3</td>
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<td><em>This is the only room in which the 9/11 sessions are different than the 9/12 sessions</em></td>
<td><em>Empress Rules 101: Equity in Action</em> Kheoshi Owens</td>
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<td><strong>Santiam Ballroom 4/5</strong></td>
<td><strong>Shifting the Discourse in Equity</strong> Dr. Markisha Smith</td>
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<td><strong>Lunch: 11:30 – 1:00 pm</strong></td>
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Lunch is on your own; food trucks are parked outside the conference center along Commercial Street, the conference center has an attached restaurant, and there are multiple restaurants within 1-3 blocks of the center. **Please be back in time to secure a seat at your first choice for Session 2!**

### Session #2: 1:00 pm – 2:30 pm

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| Ravensburg | Santiam Ballroom 6 | Implicit Bias: Understanding and Addressing Its Impact  
Dr. Markisha Smith |
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**Session #3: 3:00 pm – 4:30 pm**

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Shilo M. George |
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Ian Jaquiss |

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| 9/11: State Agency Diversity, Equity, and Inclusion Panel  
Moderated by Steve Lee, Office of Governor Kate Brown | Unpacking Our Right to Comfort: Power, Privilege and Systems  
Wilma Marchbanks and Anakha Coman |
| 9/12: Service Animals in the Workplace 102 (Part 2 of 2)  
John Ahlen (Lane Transit District) and Heidi von Ravensburg | Building Community with Refugees and Immigrants: Are you welcoming enough?  
Som Subedi |

**Session #1: 10:00 am**

**Sexual Harassment Public Policy Reforms in the #MeToo Movement**
Andrea Johnson and Nicole Faut, National Women’s Law Center  
-Willamette Ballroom

Public engagement on issues of harassment over the last year-and-a-half since #MeToo went viral has been unprecedented, presenting an incredible opportunity to shape and create real and lasting change, both cultural and structural, in our workplaces, our communities, and our state. Advocates from the National Women’s Law Center and the TIME’S UP Legal Defense Fund, which is housed at and administered by the National Women’s Law Center Fund, will conduct an interactive session highlighting national and state trends in public policy reforms related to #MeToo and best practices for employers to respond to and prevent harassment and discrimination in their workplaces. Participants will explore and
have a chance to workshop what public policies and internal reforms are most likely to have the biggest impact in addressing workplace harassment.

**On 9/11 only: Dismantling Workplace Barriers for LGBTQ People**
Rhodes Perry
-Croisan Creek Room

Do you want to create a more inclusive organization for lesbian, gay, bisexual, transgender and queer (LGBTQ) employees and stakeholders? If so, join fellow colleagues and understand the role you can play to dismantle workplace barriers endured by LGBTQ people. You will have the opportunity to network and learn about cutting edge inclusion strategies through a mini-lecture, a small group activity, and a group discussion. After this session, you will leave empowered to take your LGBTQ inclusion efforts to the next level. The topics discussed work particularly well with employees ready to enrich their awareness, knowledge, and inclusion skills. Employees who develop empathy, awareness, and skills are more effective collaborators in creating inclusive workplace cultures that truly welcome LGBTQ people.

**On 9/12 only: Agency Spotlight: Business Oregon Panel on Increasing Equitable Access to Services for Oregon Business Owners**
-Croisan Creek Room

Description TBD

**Leading with Race: Research Justice in Washington County**
Dr. Shweta Moorthy, Coalition of Communities of Color
-Santiam 1

This session presents research findings and calls to action by communities of color living in Washington County described in the Coalition of Communities of Color’s (CCC) *Leading With Race: Research Justice in Washington County* report. Racism is the underlying condition of our lived experiences. However, mainstream research practices into how racism impacts and marginalizes communities and how to achieve equity are often exploitative and unjust. Communities are not given much space to lead research that is about them. How do communities experience housing instability? How do communities use parks and recreation? How are we impacted by climate change? These experiences are continuously dismissed as anecdotal, while at the same time, policy practitioners remain puzzled about why policies are not having the desired equity impact. This session will present a vision and implementation of research justice in Washington County that is based on the premise that research practices intended to produce knowledge of lived experiences of communities of color should be just and equitable to achieve the racial equity we seek in the region.

**Empress Rules 101: Equity in Action**
Kheoshi Owens
-Santiam 2/3
If you’re tired of talking about changing the world and you actually want to change the world, start here. Take away tangible tools to fight injustice today. The intention of this workshop will be to:

1. Connect with like-minded individuals below the surface level.
2. Receive tools to help have conversations about race.
3. Explore "What is this thing called Equity" and "Why is it so important?"
4. Explore a brief historical context that explains why so many of our communities display symptoms of "White Supremacy."
5. Learn how to interrupt unacceptable behaviors.

**Building More Equitable Agencies to Serve Latinx Oregonians**
Dr. Daniel López-Cevallos  
-Santiam 4/5

This presentation will provide:
- A current demographic profile of Latinx population in Oregon
- Summarize key priorities for Latinx Oregonians, stemming from the 2018 Conexiones summit gathering of Latinx leaders from across the state.
- Discuss the role that individual state agencies may play in supporting priorities in health and wellness, preK-12 education, college and career readiness, small business & entrepreneurship, leadership & engagement.
- Rethink recruitment, hiring, and retention efforts of Latinx employees across state agencies.

**Shifting the Discourse in Equity**
Dr. Markisha Smith  
-Santiam 6

This session will engage participants in an interactive exploration of the kinds of discourse that have a major impact on equity, diversity, and inclusion. Participants will have the opportunity to put theory into practice as well as consider ways in which a shift in discourse could significantly advance equity work in their contexts.

**Session 2: 1:00 – 2:30 pm**  
**Bystander Intervention 101**  
Jessica Raven and Krystal Atha  
-Willamette Ballroom

In this workshop, participants will develop a greater understanding of sexual harassment and microaggressions, and put their experiences into context. Using storytelling and role play, participants will learn and practice strategies for intervening to respond to both their own and others' harmful behaviors to cultivate a safer, more inclusive working environment.

*On 9/11 only: The Inclusive Leader: Everyday Actions You Can Take to Cultivate a Sense of Belonging for Your Team*
Rhodes Perry
-Croisan Creek Room

Do you want to build a healthier workplace culture where each person on your team feels a sense of belonging? Do you feel overwhelmed by all that your organization could do to improve your workplace culture, or are you generally confused about where to start? If so, join fellow leaders, visionaries, and change agents understand the role you can play in cultivating workplace cultures of belonging. Drawing upon his newest book, *Belonging at Work*, Rhodes Perry, MPA, will discuss what it means to belong in the workplace, why it matters for the future of work, and how you can take simple actions to build a more inclusive organization. During this session, you will have the opportunity to learn about cutting edge inclusive leadership practices and organizational change strategies through a mini-lecture, small group activities, and a larger group discussion. After this session, you will leave empowered to take your inclusive leadership skills to the next level.

**On 9/12 only:** Service Animals in the Workplace 101 (Part 1 of 2)
John Ahlen and Heidi von Ravensburg
-Croisan Creek Room

People in any role should expect to encounter service animals in their work. Learn the fundamental differences between a service animal, emotional support dog, and pet, and the best practices and regulations for each situation. Participants will become familiarized with rules and regulations regarding service animals, and feel confident to resolve everyday conflicts involving dogs and disability.

**Transgender Inclusion 101**
Dominic López and Kieran Chase, Basic Rights Oregon
-Santiam 1

Basic Rights Oregon’s Transgender Inclusion 101 training is designed to support attendees as they begin their work towards being competent allies to the transgender and gender non-conforming community. We know that reducing barriers to access to employment and to government services is an essential step in creating equality for transgender people. This training will better equip you as a public employee with the knowledge and understanding you need to support transgender co-workers and community members. We will define key terms while exploring an expanded understanding of sex and gender, examine the dominant systems and structures that perpetuate the oppression of trans and gender non-conforming people, and establish the principles of inclusion that will underpin your individual allyship going forward with a specific focus on workplace interactions and service provision.

**Communicating with People with Disabilities**
Ian Jaquiss
-Santiam 2/3

Sometimes, people without disabilities are reluctant to talk to people with disabilities. Often, that reluctance is based on fears of saying the wrong thing. Consequently, people with disabilities often feel isolated, ignored, and invisible in both social and professional situations. This presentation will offer tips
on how to overcome those fears and how to make the workplace a more welcoming and inclusive environment.

**Workplace Accommodations for Disability, Religion, and Pregnancy**  
Joseph Tam, Bureau of Labor and Industries  
-Santiam 4/5

All employees need the right tools and work environment to perform their jobs. Some of those employees have unique needs that give rise to legal obligations for employers. Among those employees are individuals with disabilities, those who are or recently were pregnant, and those who have sincerely held religious beliefs. These employees may need, and be legally entitled to, additional resources or accommodations to effectively perform job duties. This informative and interactive session will cover the wide range of accommodation issues that may arise in the workplace. Bring your questions!

**Implicit Bias: Understanding and Addressing Its Impact**  
Dr. Markisha Smith  
-Santiam 6

This session will encourage participants to understand not only what implicit bias is but how it affects interactions in the workplace. Participants will engage in interactive dialogue and exercises as well as develop potential strategies to safeguard against implicit bias.

**Session #3: 3:00 – 4:30 pm**  
*Transformative Justice 101*  
Jessica Raven and Krystal Atha  
-Willamette Ballroom

This workshop will provide participants with a firmer understanding of the concept of transformative justice, or non-punitive strategies for responding to harmful behaviors, and learn how to apply the concept in workplace policies to build a safer, more inclusive working environment.

**On 9/11 only: State Agency Diversity, Equity, and Inclusion Panel**  
Moderated by Steve Lee, Office of Governor Kate Brown  
-Croisan Creek Room

Interested in learning more about what other agencies are doing in terms of diversity, equity, and inclusion? Representatives from a range of state agencies will share resources, case studies, ideas for overcoming barriers to change, and more at this interactive panel.

**On 9/12 only: Service Animals in the Workplace 102 (Part 2 of 2)**  
John Ahlen and Heidi von Ravensburg  
-Croisan Creek Room
Learn tips and templates for adoption of specific service animal policies. Discover the best practices when incorporating service animal training for all employees. Become a service animal expert for your team!

**Finding Hope Through Trauma: Exploring the Historical Oppression and Resilience of Oregon's Indian Country**
Shilo M. George - Santiam 1

The purpose of this session is to help Oregon state employees understand the role of historical and intergenerational trauma as it impacts the lives of Native Americans in Oregon. How historical and ongoing trauma and various kinds of disinvestment in reservation and urban tribal communities complicates relationships and interactions between Native Americans and the state government. Using a framework, created by the speaker, that highlights oppression, participants will see how the relationship between stereotypes, intra/interpersonal discrimination helps to uphold the mechanisms of institutional racism that creates barriers for Native Americans and tribal nations seeking services and collaborative relationships with the state government. The concept of Cultural Humility will be introduced as a powerful way state employees can reduce barriers in their programs and create respectful and supportive relationships with Native Americans and tribal communities for the betterment of all Oregonians.

**Inclusive Emergency Planning**
Ian Jaquiss - Santiam 2/3

Evacuating a building during an emergency is challenging, but can be especially difficult for people with disabilities. Creating inclusive evacuation plans and strategies for floor and building managers can require conversations that involve privacy concerns, including protected health information. This presentation will offer guidance on ways to address those matters, from the perspectives of people with disabilities and managers.

**Unpacking Our Right to Comfort: Power, Privilege and Systems**
Wilma Marchbanks and Anakha Coman - Santiam 4/5

More often than not our desire to stay safe and comfortable stops us from taking a brave look at how we participate in and uphold systems and biases that oppress and exclude marginalized folks – folks that are denied access to the benefits that come with belonging to dominant culture. Current research from Johns Hopkins University shows that our collective denial of racism, sexism and classism are having an adverse effect on our health, productivity, creativity and perhaps most significantly on our sense of belonging and connection to one another. In this session we will take a journey into understanding systems of oppression and systems of liberation, we’ll explore the power and privilege that come with social identities and offer tangible steps you can take to actively dismantle these systems and leverage your inner and outer resources towards a more equitable culture.
Wilma and Anakha have an enduring twelve-year connection that exists within the awareness and mindful attention to race, power and privilege. Their relationship is liberatory in nature – intended to living free together and providing transformational learning experience that liberate others.

**Building Community with Refugees and Immigrants: Are you welcoming enough?**

Som Subedi  
-Santiam 6

Goals and outcomes of this session include:  
1. To understand one refugee’s story about coming to America: how he was successful in breaking through dominant culture workplace and social systems to integrate himself and his family into American culture.  
2. To develop awareness, empathy, compassion and understanding about the struggles of immigrants and refugees.  
3. To take away tips on how to begin to build deeper, more trusting relationships with refugees and immigrants.