



2020 VIRTUAL Diversity, Equity & Inclusion Conference



October 27, 28 and 29

AMPLIFYING

the Voices of Equity

Attendee Notebook

To learn more, visit: www.oregondiversityconference.com

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Event Reminders & Tips

After enrolling, you should have received a confirmation email from iLearn for each session block you enrolled in with information regarding how to join the virtual event. Prior to the conference, we recommend reviewing your confirmation emails to ensure you’ve receive an email for each session block you’ve enrolled in. If you are unable to locate this information contact your [Department’s iLearn Administrator](#).

For the best virtual conference viewing experience possible:

- Power down or disconnect any devices not in use from your location’s internet or wifi.
- Close any applications or browser windows not in use on your viewing device.
- Make sure your viewing device is plugged in for best audio and video quality.
- Check your location’s internet connection.
- Visit <https://zoom.us/test> to test out your set up to ensure no network or technical issues exist.
- During the virtual event, the fastest way to contact the Conference Event Staff is to reach out through the conference’s chat tool.



Event Schedule

Welcoming Remarks throughout this year’s conference will be provided by Governor Kate Brown and diversity leaders within our state departments.

Tuesday, October 27th Morning: 8:00am - 12:00pm

Welcoming Remarks

Compassion Fatigue — *Karen Tyler*

Diversity Return on Investment — *Dr. Edward Hubbard*

Using an Antiracists/Racial Equity Framework for Impact in Government — *Erika Bernabei, Ph.D.*

Afternoon: 4:00pm - 6:30pm

Welcoming Remarks

Doing What’s Right Even if it Means Standing Alone — *Carol Johnson, JD, MA*

Understanding Where I’m From: How Employees’ Lived Experiences Impact the Workplace — *Jo-Nette Boyd, EMPA and Andrea Breazeale-King, MSHR, MBA, SPHR*

Wednesday, October 28th Afternoon: 12:00pm - 6:00pm

Welcoming Remarks

Building Inclusive Teams — *Gerardo Ochoa, Ed.M.*

Mental Health Resilience in Times of Racialized Violence — *Andraé L. Brown, PhD, LMFT*

Intersectionality vs Intersecting Identities — *Pharoah Bolding*

Race in Oregon History: A Historical Perspective — *Oregon Historical Society*

Thursday, October 29th Morning: 9:00am - 11:30pm

Welcoming Remarks

Why Equity? – Equity as a Value, Practice, & Aspiration — *Dr. Emily Drew*

Results from the Partners in Diversity Retention Report — *Dr. Larry Martinez*

Afternoon: 12:00pm - 3:30pm

Welcoming Remarks

The Importance of Intersectionality — *Emily Purry*

Emotional Intelligence in Race Reckoning Today — *Nancy Thomas*

Serving Humanity with Dignity and Equity — *Sushmita Poddar*

Event Summary, Attendee Expectations, Reminders

After a year of preparation and planning, the 2020 Statewide Diversity, Equity, & Inclusion Conference is here! We're looking forward to providing attendees 3 days of educational and engaging sessions on diversity, equity, and inclusion through our new virtual format. This notebook was developed to provide you with all the necessary information and tips in one place as you prepare to attend the multi-day virtual event. Within this digital notebook you'll find:

- Event details
- Daily schedules and session information
- Best practices for attending a virtual event, and
- Tutorials on the Zoom webinar platform.

Breakdown of participants at the 2020 Statewide Diversity, Equity, & Inclusion Conference:

Host: Conference Event Staff	Attendee: (You) State Employees	Presenter/Panelist:
<ul style="list-style-type: none"> • We will coordinate beginning and end-of-day periods, moderate Q&A periods, and also transitions between presentations. • As hosts, our team will have an audio and video feed throughout the entirety of the conference. 	<ul style="list-style-type: none"> • As attendees, you will only be able to tune into the virtual conference's live feed and not be able to share your video or audio. • Attendees are able to post questions for Q&A periods, engage in conversations using the conference chat tool, and participate in live polls. 	<ul style="list-style-type: none"> • When presenting, "speakers/panelists" will have the ability to share their audio and video with attendees.

If at any point during the conference you are experiencing technical difficulties or have questions please reach out to the Conference Event Staff who will be available throughout each day.

Details regarding the structure of Symposium live, virtual presentation:

- Presenters will be allotted 60-90 minutes to present and answer questions.
- As attendees, you will only be able to tune-into the broadcast. You will not have audio or video capabilities unless granted by the Conference Event Staff hosts.
- Attendees will be able to chat and propose questions for the Q&A session, as well as "up-vote" favored questions.
- The Conference Event Staff will monitor audience questions and pull the top questions to share at the end of each presentation with presenters during the Q&A session.
- The Conference Event Staff will be monitoring the chat log throughout the day and responding to any questions as soon as possible.

Virtual Conferencing Best Practices for Attendees

- When using equipment or working from a location not regularly used, test your internet and webinar connections in advance. If possible, establish video and audio connections prior to the start of your virtual session to test quality.
- Visit <https://zoom.us/test> to test out your set up to ensure no network or technical issues exist.
- If connecting from a laptop, plug in the power cord. Battery use can adversely affect video quality.
- If you and other colleagues are tuning into the event through one feed, make sure all individuals who are participating are registered or signed in on an adequate tracking sheet to provide to conference organizers after the event to ensure completion certifications are properly awarded.
- It is also best to inform your Manager and Department's iLearn Administrator ahead of the event if you and other colleagues are watching from one feed.

Many individuals may have previously participated in a teleconferencing meeting on the Zoom platform, and for some this may be their first time. We'd like to note there are small differences between the Zoom Meeting and the Zoom Webinar platforms. If interested we encourage attendees to visit the Zoom blog and learn about the experience they can expect as an "attendee" on the Zoom Webinar platform. Learn more here: <https://support.zoom.us/hc/en-us/articles/115004954946>

ADA Accommodations

During the live, virtual conference we will be providing ASL interpreters and also closed captioning throughout the entirety of the 3-day conference.

For individuals who will be interested in viewing the ASL interpreters during the conference, please review the Side-by-Side viewing mode tutorial on page 7.

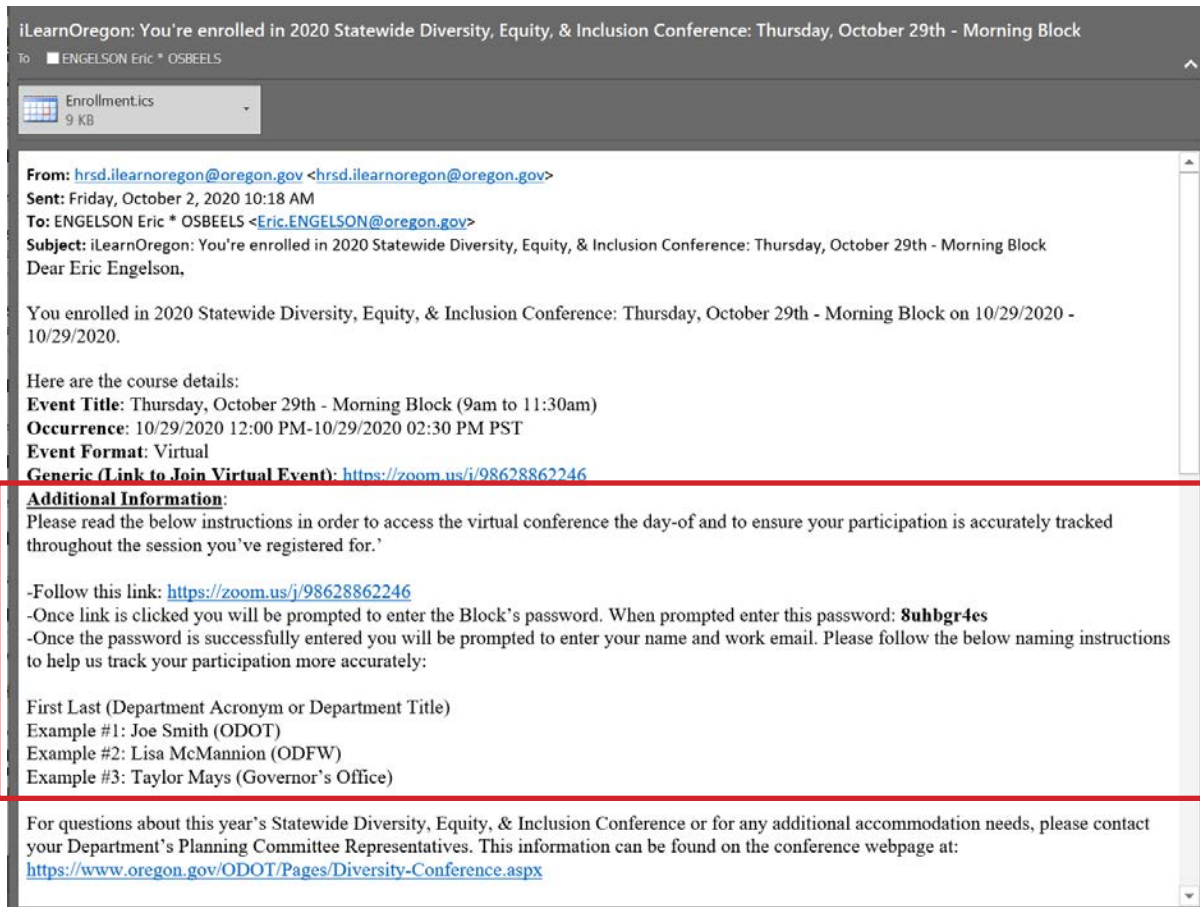
Closed captioning will be available during the live presentations and discussed at the opening of each session.

If you are interested in reviewing a more thorough guide for accessing the ASL interpreters during the virtual conference, please visit the conference webpage to review the [Attendee Guide for Accessing ASL Interpreters](#) within the 'Conference Materials' section or ask your Department Representative to share this guide with you.

Zoom Webinar Tutorials

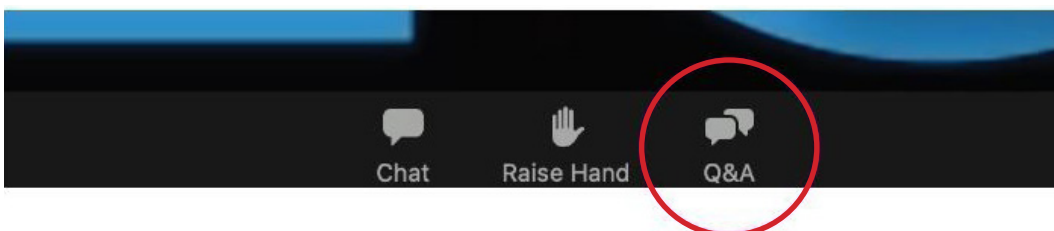
Confirmation Email

Within the confirmation email received after enrolling in select session blocks, you will find information and directions for joining the virtual conference the day of and how to properly name yourself in Zoom.



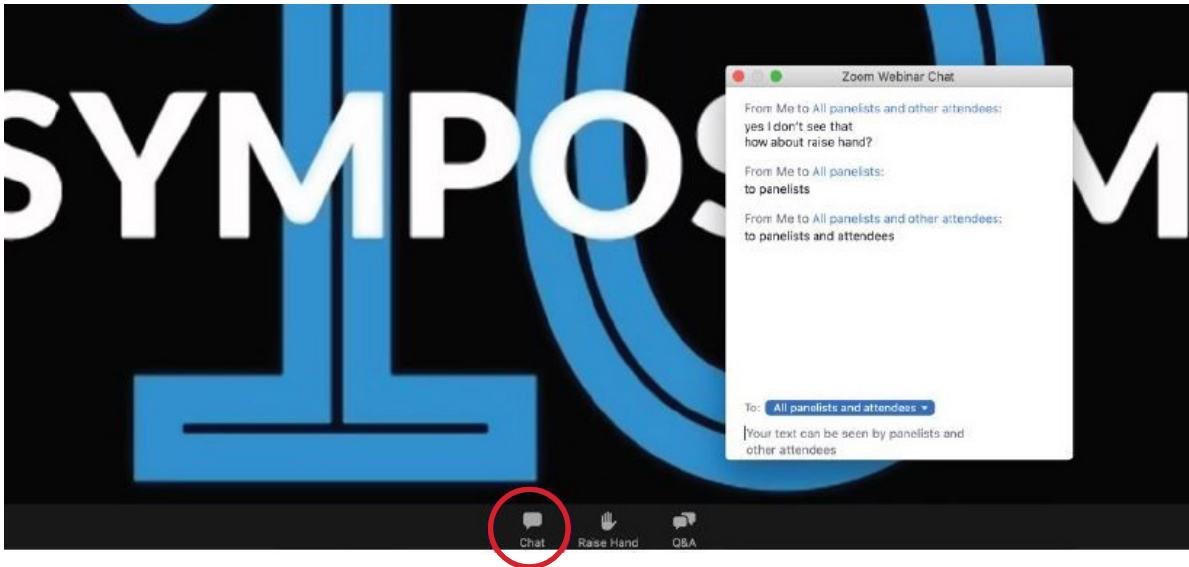
Q&A Function

Use the Q&A tool during the virtual conference to share questions for presenters to respond to at the conclusion of their presentation.



Chat Tool

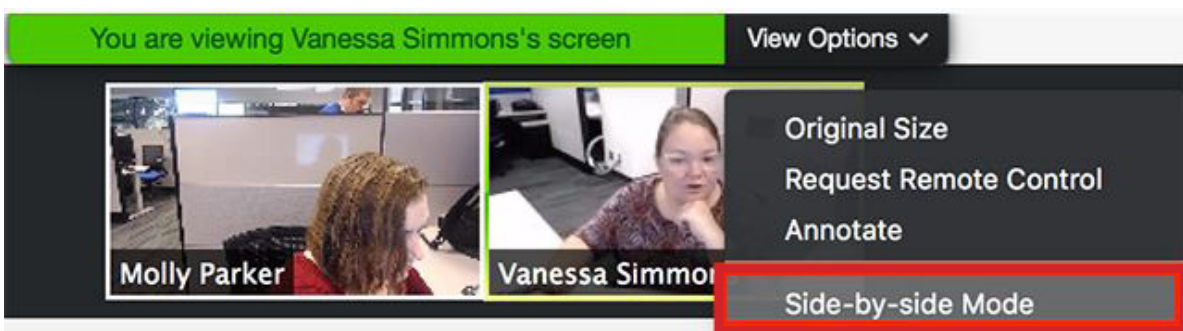
Use the Chat tool during the virtual conference to discuss topics with other attendees, share ideas, and share any technical issues with the Conference Event Staff for follow-up.



Side-By-Side Mode

Webinar participants who are viewing a shared screen have the ability to switch to Side-By-Side mode. This enables you to see the shared screen alongside the active speaker and ASL Interpreters. You can also adjust the location of the separator between the shared screen and video to change the relative size of each side.

Note - this option is only available when viewing the webinar on the Zoom desktop application and will not be available if participating from a mobile device or within your internet browser. To learn more about accessing this viewing mode, please view the [Attendee Guide for Accessing ASL Interpreters](#).



Compassion Fatigue

Karen Tyler



A catalyst for transformation, growth and development, Karen Tyler is passionate about journeying with others and working in collaboration and partnerships with individuals, couples, teams and organizations as they evolve and grow. She champions others each step of the way by creating and implementing strategic plans. She is a torch that ignites and shines possibilities to others.

With her Bachelor and Masters of Social Work at Jane Addams College of Social Work at the University of Illinois at Chicago, Karen has served within the social and human service arena for nearly 30 years in the child welfare sphere as a caseworker, a supervisor and assistant program director for foster care, transitional living and independent living programs. She has enjoyed her role as an adjunct professor within the Bachelor's and Master's Program in the School of Social Work for almost a decade as she challenges the minds of emerging leaders. She is the founder and CEO of KDT Global Consulting and is also fluid in the area of Safety Intervention and Permanency Systems (SIPS) and Motivational Interviewing.

Session Length: 60 minutes

Session Description & Takeaways:

- Learn about the basics of Emotional Intelligence (EQ)
- Methods to utilize EQ in navigating the heightened racial divide in our country, and
- Understand the importance of the concept called 'being impeccable for your 50%'

Diversity Return on Investment

Dr. Edward Hubbard



The author of more than 58 business-related books, Dr. Hubbard is president and CEO of Hubbard & Hubbard, Inc., an international organization and human performance consulting corporation. He is an expert in organizational behavior and analysis, applied performance improvement, ROI measurement strategies, strategic planning, training and development, instructional design, diversity measurement and analytics, and strategic organizational change methodologies.

Dr. Hubbard serves on the Harvard Business Review, Diversity Executive Magazine, Strategic Diversity & Inclusion Management (SDIM) magazine Editorial Advisory Boards, and the Board of Directors for The Ohio State University African American Black Alumni Society. He is a recipient of the “Sentry Award” for his Diversity Metrics and Analytics work with Military Leaders at the United States Pentagon. He also worked with Military Leaders as part of President Obama’s Military Diversity Leadership Commission (MDLC) at West Point.

Dr. Hubbard holds a Practitioner Certification and Master Practitioner Certification in Neurolinguistics Programming (NLP) and earned a Bachelor’s and Master’s Degrees from Ohio State University, and a Ph.D. with Honors in Business Administration.

Session Length: 90 minutes

Session Description & Takeaways:

- Create strategies that are supported by a strong business case using a “new strategic Diversity framework” and strategy tools
- Utilize a Diversity High Impact Tool to solidify Diversity’s line-of-sight to drive measurable business results and bottom-line impact, and
- Learn How to Calculate the return on investment impact of Diversity Initiatives on the organization’s bottom-line

Using an Antiracist / Racial Equity Framework for Impact in Government

Erika Bernabei, PhD



With her MA in Education Policy from the Teachers College at Columbia University and a Ph.D. in Educational Leadership from New York University, Erika Bernabei's work connects intentions and critical lived experience to accountability and impact in service of black and indigenous people of color communities.

Erika is an expert in Results Based Accountability (RBA). Through Equity & Results, her company, and using the antiracist principles developed by the People's Institute for Survival and Beyond in the Undoing Racism Workshop, Erika leads the strategic design and implementation of organizational and collaborative work to achieve racially equitable results. She uses results-driven racial equity principles to build the capacity to change existing systems and practices by replacing them with actions that address the problem's root causes.

Session Length: 60 minutes

Session Description & Takeaways:

In this workshop participants will learn the basics of moving from good intentions to racially equitable impact in government work. The presenter will review the 7 principles of antiracist impact work, and offer two exercises to begin applying an impact driven methodology to agency work - including root cause analysis for strategy development and defining "better off" or impact measures for racial equity initiatives. A starter workshop for those ready to move from the head (thinking) and heart (feeling/experiences) to the hands (implementation!)

Doing What's Right Even If It Means Standing Alone

Carol Johnson, JD, MA



Director of the Region 10 Program Compliance Branch of the US Department of Housing and Urban Development (FHEO), Director Johnson also consults for organizations and businesses on diversity and inclusion, racial equity, strategic organizational management and change, capacity-building for new organizations and cultivating racial equity in the workplace by implementing anti-discrimination and pro-equity business practices for employers. She was named to Governor Kate Brown's Police Taskforce in June of 2020 in response to concerns about the lack of racial equity in interactions between law enforcement and people of color.

A passion for equity in employment, housing, policing, public accommodations, LGBTQ rights, voting rights and racial disparities in education, healthcare and policing has led Director Johnson to extensive work across the country. She served as the Director of Civil Rights at the Oregon Bureau of Labor and Industries, where she defended equal employment, housing, public accommodations, and career school opportunities. She was also the Founding Executive Director for Arkansas' first and only civil rights enforcement agency – the Arkansas Fair Housing Commission. Director Johnson is active in community and civic organizations and serves on boards dedicated to social and educational services such as the Oregon Black Pioneers, the Links and the United Negro College Fund, which equip others with the tools to be successful.

Session Length: 90 minutes

Session Description & Takeaways:

As we move, with deliberation, toward a truly open and diverse workplace and community, it is up to each of us to:

- Understand the critical issues that face us as a global community
- Be deliberate in our efforts to be a part of change that unites
- Role model behavior that reinforces our commitment to diversity and inclusion, and
- Embrace the opportunity for positive change

Understanding Where I'm From: How Employees' Lived Experiences Impact the Workplace

Jo-Nette Boyd, EMPA, and Andrea Breazeale-King, MSHR, MBA, SPHR



As a Senior Manager at the Association of International Certified Professional Accounts, Jo-Nette focuses on ensuring member and customer loyalty and retention by offering the highest quality service experience. With her bachelor's degree in Economics with a concentration in Mathematics from North Carolina State University and her Executive Master in Public Administration from North Carolina Central University, Jo-Nette has a broad range of experiences. She has trained a team, drafted strategic initiatives, managed people and compliance projects in state government, insurance, and non-profit organizations. This background has provided Jo-Nette with insight into viewing high quality service as a complex process requiring monitoring, controls, and a high employee engagement level.



As the VP of Human Resources at the Inter-Faith Food Shuttle, Andrea is pursuing her passion for supporting employees at all organizational levels in various HR functions. With a BA in Business Management from North Carolina State University and a Master's of Science in Human Resources from Western Carolina University and as a graduate of the MBA program at Appalachian State University, Andrea's goal is to be a trusted partner, advisor and sounding board. Her joy comes from helping professionals bring resolution to tough HR dilemmas. She understands both the business and the people side of an organization. Andrea uses this knowledge to assist leaders in engaging with their most valuable asset: their people.

Session Length: 60 minutes

Session Description & Takeaways:

Employees project themselves at work based on their personal experiences. People have backgrounds that shape so much of who they are, and these directly relate to work habits and behaviors. This workshop will focus on the importance of understanding employees beyond what we see (i.e., college vs. on the job training, rural vs. urban, middle income vs. low income), the tip of the iceberg, to understand WHO they are. The workshop will explore the value that the different perspectives of others brings to a work group.

- Deeper appreciation for the value and different perspectives of all employees
- Ways to foster increased openness, improved teamwork, and more inclusive solutions in work groups, and
- Practice strategies where staff can bring the fullness of their lived experiences

Building Inclusive Teams

Gerardo Ochoa, Ed.M.



Director of Community Relations and Special Assistant to the President at Linfield University, Mr. Ochoa has worked with thousands of diverse students from urban and rural high schools, community colleges, private colleges, and state universities on college access and affordability. He is the chair on the President's Diversity Advisory Committee and serves on the college's strategic planning and budget councils.

Mr. Ochoa consults with higher education institutions on the inclusion of Latinx students, best practices to engage and serve undocumented students, and teaching strategies that draw on talents and address first generation students' needs. He believes that personal stories have the power to build empathy, create opportunities, and influence change.

With an Education Master from Harvard University and a Bachelor of Arts in Sociology with a minor in Latin American History from the University of Oregon, Mr. Ochoa is an American Leadership Forum Fellow and alumni of the Senior Leadership Academy sponsored by the Council of Independent Colleges and the American Academic Leadership Institute. Mr. Ochoa serves as a board member of the Hispanic Metropolitan Chamber of Commerce and is also an active member of the Beaverton School District's Budget Advisory Committee.

Session Length: 60 minutes

Session Description & Takeaways:

As the demographics of our communities continue to change, employees at every level need the skillset to manage difference. This interactive experiential session focuses on the implicit attitudes, behaviors, or stereotypes that may influence how we engage with individuals and/or groups and make decisions in the workplace. The session provides an introductory exploration of the intersection of privilege, cognitive and structural bias, and micro and macroaggressions. The session reinforces the importance of having cultural agility and empathy. Participants will walk away with tangible tools for interrupting microaggressions and begin working on an individualized Diversity Equity & Inclusion Professional Experiential Plan.

- Recognize and interrupt microaggressions with individuals and teams,
- Build self-awareness of how privilege (or lack thereof) can provide unearned advantages, or disadvantages, for different individuals, and
- Learn the components of an individual DEI Professional Experiential Plan

Mental Health Resilience in Times of Racialized Violence

Andraé L. Brown, PhD, LMFT



Dr. Brown has developed and implemented educational, re-entry and restorative justice services for youth and families internationally. He creates community-based gang violence prevention and intervention services, employs proactive peacemaking to violent incidents, and improves communication and collaboration across stakeholders, including school systems, government agencies, the legal system, community-based organizations, and community residents.

As a professor at Montgomery College and operator of the independent clinical research and consulting practice, Heru Consulting, Dr. Brown uses his trauma expertise to bolster resilience and develops effective strategies to manage the effects of posttraumatic stress, vicarious trauma, and compassion fatigue. He addresses global issues such as violence, homelessness, poverty, education, mass incarceration, re-entry services, restorative practices and health disparities by developing systemic interventions and informing policy.

Session Length: 90 minutes

Session Description & Takeaways:

The historical onslaught and contemporary manifestations of the racialized violence that we are experiencing is influencing our mental health and wellness and reshaping our lives. Many of us experience heightened anxiety in our families, local and global communities; social and physical disconnection from others; a questioning of our sense of self and place in world. These issues can create new mental concerns or exacerbate existing ones. Moreover, in times of crisis there is a greater need to recognize, tap into, and bolster the resilience that enable us to navigate these changing and treacherous waters. This presentation / dialogue will explore key factors for understanding the psychological impact and resilience associated with racialized violence and provide strategies to develop and remain emotionally and mentally healthy. Upon completion of this online dialogue, participants should be able to:

- Explore the impacts racialized violence on mental health and wellness
- Identify areas of resilience
- Develop strategies for voicing and listening to diverse experiences
- Develop strategies to engage in difficult dialogue, and
- Develop strategies use our individual, familial, and communal strengths and resilience to improve mental health, relationships, and advocate for sustainable change

Intersectionality vs Intersecting Identities

Pharoah Bolding



Pharoah Bolding is the Director of Human Resources for Outside In and the (self-proclaimed) World's Greatest Comic Drawing HR Professional!

He has worked with teams and organizations in everything from the tech sector to nonprofits, higher education, and even sports and entertainment. Pharoah focuses on mitigating bias, building inclusive work cultures, ethical and empathic recruiting, and facilitating equity, diversity and inclusion discussions and training. You can find more about Pharoah and his work at www.pharoahbolding.com.

Session Length: 90 minutes

Session Description & Takeaways:

Intersectionality is an oft-misunderstood concept. For many folx, there is a lack of clarity as to how identities intersect and how the oppression that is prevalent in the lives of many marginalized folx plays out personally and professionally in life-altering ways. For white folx, it often seems unintuitive and divisive, especially when it comes to identity and viewing their oppression from a lens of white supremacy. In this training, we will discuss:

- What intersectionality is
- How intersectionality differs from what many people believe is intersectionality but is actually intersecting identities
- How an individual's own biases and connections to white supremacy distort their understanding of intersectionality and leads them to harm others personally and professionally, and
- Things we can do to mitigate instances of this type of harm that is being inflicted on others, and often witnessed in-action.

Race in Oregon History: A Historical Perspective

Oregon Historical Society



As the Executive Director of the Oregon Historical Society, Kerry Tymchuk has been named by the Portland Business Journal as “The Most Admired Non-Profit Executive in Portland,” and in 2018 received the prestigious “Oregon Statesman of the Year Award” from Oregon Business Industry.

A four-time champion on the popular television game show “Jeopardy,” Kerry is active in the community, serving on the board of trustees of AAA-Oregon and Willamette University. He also was the 2016 recipient of the Liberty Award, presented by the Oregon League of Minority Voters “in recognition of outstanding contributions on behalf of all people of color.”

A graduate of Willamette University and Willamette University College of Law, Kerry earned a bi-partisan reputation as one of Oregon’s most respected public servants in a career including service as a Marion County Deputy District Attorney, Director of Speechwriting to US Secretary of Labor Elizabeth Dole, Director of Speechwriting and Legal Counsel to US Senator Bob Dole, and Oregon Chief of Staff to US Senator Gordon Smith. Three Oregon Governors have appointed Kerry to serve on state boards and commissions.

Session Length: 60 minutes

Session Description & Takeaways:

In 2019, the Oregon Historical Society (OHS) published a special issue the Oregon Historical Quarterly, on the subject of “White Supremacy & Resistance”; the issue offered an in-depth view of the ways Oregon’s history has been shaped by white supremacist ideology, policies— and resistance to those frameworks— for almost two centuries. Understanding how both racism and justice are at the heart of Oregon’s history are crucial to our ability to build a better future. In this presentation, OHS Executive Director, Kerry Tymchuk, and Oregon Historical Quarterly Editor, Eliza Canty-Jones, offer an overview of the importance of these subjects. At the conclusion of the session:

- Participants will have an understanding of the history of race in Oregon’s past, and
- How that history continues to impact the present.

Why Equity? – Equity as a Value, Practice, & Aspiration

Dr. Emily Drew



As an Associate Professor of Sociology and Ethnic Studies at Willamette University, Dr. Drew teaches courses about racism, white supremacy, immigration, and social change. Her research agenda revolves around understanding how race and racism get institutionalized to illuminate more effective strategies for interrupting systemic inequality.

With colleagues, Dr. Drew has developed the “Antiracism Across the Pedagogy” workshop for faculty interested in making racial equity and inclusion an essential—not extra—component of their course content and teaching methods. She is also in the process of publishing new research about mixed-status Latinx families living “Under One Roof.”

Session Length: 60 minutes

Session Description & Takeaways:

In this introductory session, designed for those beginning their work in equity and inclusion, we will explore what people mean when they speak about, or work from, a frame of equity. We will consider how equality, diversity, and inclusion are essential building blocks for racial equity, but also how they do not mean the same thing, nor have the same outcomes. What does shifting to an “equity lens” require of us? How do we move beyond rhetorical commitments to equity, to taking actions – both internally and externally—that foster inclusive and equitable institutions? What are some promising practices as we work to become leaders in equity work?

- Recognize the differences between “equality,” “diversity,” “inclusion” and “equity”, how they are often used interchangeably but mean different things, and understand how they are interconnected
- Identify the pitfalls and problems with rhetorical commitments that do not translate into concrete change in institutions, and
- Consider some of the promising practices that root our work in an equity framework

Results from the Partners in Diversity Retention Project

Dr. Larry Martinez



An associate professor in the Department of Psychology at Portland State University, Dr. Martinez earned his Ph.D. in Industrial & Organizational Psychology at Rice University. He taught Organizational Behavior and Human Resource Management as an assistant professor at Penn State for four years.

Dr. Martinez has published his work on inclusion, diversity, stereotyping, prejudice and discrimination in the workplace in top academic journals. He considers his research with community partners to be some of his most important works.

Session Length: 60 minutes

Session Description & Takeaways:

In this presentation, Dr. Martinez will discuss the results of the Partners in Diversity Retention Project, outlining how the experiences of professionals of color in the Oregon and Southwest Washington region have contributed to their staying or leaving the region. Highlights include an understanding of subtle discrimination that most individuals are not aware of and key strategies for improving retention that organizations can engage in.

The Importance of Intersectionality

Emily Purry



With a Bachelor's in Psychology, a Master's in Business Management, and as a certified drug and alcohol counselor, Emily educates companies and organizations on disability topics relevant to today's business environment, including accessibility, intersectionality, technology and the world of ADA.

Legally blind herself and the parent of a child with autism, she brings her personal and professional experiences to help move companies forward.

Session Length: 60 minutes

Session Description & Takeaways:

Intersectionality is our lives, and it is all around us, even at work – so we had better get to know more about it. In this session, participants will learn:

- How does it affect you and those around you
- How intersectionality appears in the workplace, and
- Why it is important to recognize it and use an intersectional lens in your processes

Emotional Intelligence in Race Reckoning Today

Nancy Thomas



Nancy says she was born during her father’s military career in the US Marine Corps, then formed and developed in her father’s corporate career. With that inspiration and guidance, she spent decades in corporate legal departments working on commercial transactions before relocating to the Pacific Northwest in 2016. She joined the ODHS in May 2017 as an internal auditor for ODHS and OHA, consulted with Child Welfare on contract optimization in 2019.

In June of 2020, Nancy became the District 2 Chief Operating Officer. Nancy is a dynamic presenter and teaches Emotional Intelligence in the ODHS Leadership Academy.

Session Length: 60 minutes

Session Description & Takeaways:

It’s an understatement to say things have changed in America. Thanks to mobile phone videos many Americans saw video footage that shocked them into realizing “racism” actually exists and does happen. Simultaneously many other Americans kept saying “we tried to tell you this but now you see it for yourselves” How do we navigate the simultaneous awareness of some and the fatigue/trauma of others? How do we acknowledge the trauma that many Americans have experienced and still move forward to our future? This session will briefly introduce emotional intelligence (EQ) as a framework for navigating our own emotions, the emotions of others, and the soul of our nation as we struggle with the concepts of race and racism.

Employees who attend this session can expect to takeaway:

- Awareness of the concept of EQ
- At least one method for use of EQ in navigating your thoughts and interactions on the subject of race, and
- Understanding of the concept – “being impeccable for your 50%”

Serving Humanity with Dignity in Equity

Sushmita Poddar



Born in India, Sushmita moved to Oregon almost two decades ago. A civic leader deeply passionate about equity and inclusion in action, Sushmita is an artist, educator, choreographer, designer, stylist, curator, henna artist, performer, entrepreneur, small business owner, cultural arts practitioner and cultural event coordinator.

Sushmita feels that our community's people and voices are not being seen, heard, or represented. Her experience during the COVID-19 pandemic as a small business owner and civic leader has been introspective and reflective. She realized how important it is for people to have access to resources to maintain their dignity. As she sees it, equity without dignity is NOT equity.

Session Length: 60 minutes

Session Description & Takeaways:

If we recognize the importance of diversity, value the essence of equality, are willing to put in efforts to ensure equity, and are intentional about our pursuit of inclusion – then know that all that work will fail if it is not backed by dignity. We can only serve humanity truly, equitably, honestly, wholly and be humane in our behavior and policy when we ensure dignity. Just that one guiding principle and mindset will address all the pain and suffering that communities in our country experience and restore their faith and belief in all agencies, especially government.

For if we say that, “It is not what we did, rather how we made them feel”, then dignity is what will determine how people feel about any, and all, actions taken to address their needs, wants and demands. Dignity is at the very core of all diversity, equity, and inclusion endeavors.

Attendee takeaways from this presentation will be:

- Serving humanity is solidarity, not charity,
- Equity is a framework, not a lens, and
- Dignity is the foundation, not an afterthought

Employee Resources

So You'd Like to Learn More?

After attending the 2020 Statewide Diversity, Equity, & Inclusion Conference you might find that you're interested in learning more about the topics discussed at this year's conference. Well, this where your State Library can help!

Did you know as a state employee you have access to numerous resources and research tools through the [State Library of Oregon](#) that can help you continue to learn about the topics and discussions held during this year's conference!

Did You Know?

- As a state employee and a [registered state library user](#), you have access to [100 different database resources](#). Our database resources contain thousands of journals, newspapers, electronic books, as well as streaming presentations & trainings.
- The State Library can provide you access to [materials from our collection](#) or obtain items for you from other libraries and publications that we may not have readily available to hold. ([Request/Renew Materials](#))
- State employees that are not located in the I-5 corridor are still able to request items be shipped to them from the State Library.
- We maintain a Library [InfoGuide](#) specifically to support the focus of this conference.
- You can [ask a reference librarian](#) a question at any time and we'll be happy to assist you.
- We offer a number of [classes](#) to help you use the library and our various resources each & every month.
- You can subscribe to our [eClips news clippings service](#) and be kept up to date regarding Oregon government news.
- We offer all of this and much more!

To get started all you need to do is become a registered State Library user. Registration is free and only take a couple of minutes. Register here: Library.State.or.us/Register

Don't let your learning stop at the end of the conference. The State Library is available to help long after we part virtual ways.

The Oregon State Archives is currently offering two web exhibits related to this year's theme:

[On Her Own Wings: Oregon Women and the Struggle for Suffrage](#): An online exhibit showcasing the people, events, and symbolism crucial to the history of voting rights in Oregon and the United States.

[Black in Oregon 1840-1870](#): Showing the courage and resilience of black pioneers who built lives for themselves and their families in Oregon.

Contact us at:

503-378-8800
library.help@state.or.us

2020 Statewide Diversity, Equity, and Inclusion Conference Book List Provided by the State Library of Oregon

eBooks Available From the State Library of Oregon

+ = unlimited access (suitable for reading groups)

- + Alexander, M. (2020). [*The new Jim Crow: Mass incarceration in the age of colorblindness*](#) (10th anniversary ed.). The New Press. Available in [eBook Collection](#) database.
- + Chavez, L. R. (2013). [*The Latino threat: Constructing immigrants, citizens, and the nation*](#) (2nd ed.). Stanford University Press. Available in [eBook Collection](#) database.
- + David, G., & Forbes, S. F. (2016). [*What does it mean to be white in America? Breaking the white code of silence, a collection of personal narratives*](#). 2Leaf Press. Available in [eBook Collection](#) database.
- DiAngelo, R. (2020). [*White fragility: Why it's so hard for white people to talk about racism*](#). Beacon Press. Available in [eBook Collection](#) database.
- Dunbar-Ortiz, R. (2014). [*An indigenous peoples' history of the United States*](#). Beacon Press. Available in [eBook Collection](#) database.
- Jewell, T. (2020). [*This book is anti-racist: 20 lessons on how to wake up, take action, and do the work*](#). Frances Lincoln Children's Book. Available in [eBook Collection](#) database.
- + Kivel, P. (2017). [*Uprooting racism: How white people can work for racial justice*](#) (4th ed.). New Society Publishers. Available in [eBook Collection](#) database.
- + Saad, L. F. (2020). [*Me and white supremacy: Combat racism, change the world, and become a good ancestor*](#). Sourcebooks. Available in [Ebook Central](#) database.
- Taylor, K.-Y. (2016). [*From #BlackLivesMatter to Black liberation*](#). Haymarket Books. Available in [Ebook Central](#) database.

Additional diversity, equity, and inclusion eBooks are available in the [O'Reilly](#) database.

Print Books Available From the State Library of Oregon

These titles and more may be found and requested by searching in the State Library of Oregon Catalog: https://ccrls.ent.sirsi.net/client/en_US/oslenterprise/

- Applewhite, A. (2019). [*This chair rocks: A manifesto against ageism*](#). Celadon Books.
- Banaji, M. R., & Greenwald, A. G. (2016). [*Blindspot: Hidden biases of good people*](#). Bantam.
- Harts, M. (2019). [*The memo: What women of color need to know to secure a seat at the table*](#). Seal Press.
- Kendi, I. X. (2017). [*Stamped from the beginning: The definitive history of racist ideas in America*](#). Bold Type Books.
- Kendi, I. X. (2019). [*How to be an antiracist*](#). One World.
- Oluo, I. (2019). [*So you want to talk about race*](#). Seal Press.
- Perry, R. (2018). [*Belonging at work: Everyday actions you can take to cultivate an inclusive organization*](#). RPC Academy Press.
- Riemer, M., & Brown, L. (2019). [*We are everywhere: Protest, power, and pride in the history of queer liberation*](#). Ten Speed Press.
- Rothstein, R. (2018). [*The color of law: A forgotten history of how our government segregated America*](#). Liveright.
- Shapiro, J. P. (1994). [*No pity: People with Disabilities forging a new civil rights movement*](#). Broadway Books.
- Wu, F. H. (2003). [*Yellow: Race in America beyond Black and white*](#). Basic Books.

Additional diversity, equity, and inclusion books available in the [Equity, Diversity, and Inclusion Collection of the State Library of Oregon Catalog](#).

Thank You

Thank you to the below state departments, agencies, and commissions for your contributions to the 2020 State Diversity, Equity, & Inclusion Conference.

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Department of Corrections	Department of Administrative Services	Oregon State Library	Oregon Board of Chiropractic Examiners
Oregon Department of Education	Department of Fish & Wildlife	Oregon Liquor Control Commission	Oregon Department of Land Conservation and Development
Oregon Employment Department	Oregon Department of State Police	Oregon Department of Revenue	Oregon Watershed Enhancement Board
Oregon Health Authority	Oregon Department of Agriculture	Oregon Secretary of State	Oregon State Marine Board
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Department of Transportation	Department of Forestry	Governor's Office	Department of Geology and Mineral Services
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