



Oregon Statewide

DIVERSITY EQUITY & INCLUSION

2021 Conference

Attendee Notebook

September 13-17

For more information visit:
oregon.gov/deiconference

Table of Contents

Conference Schedule	3
Event Summary, Attendee Expectations, Reminders.....	5
Breakdown of participants.....	5
Details regarding the structure of a virtual presentation	5
Virtual Conferencing Best Practices for Attendees.....	6
ADA Accommodations.....	6
Community Agreement	7
Zoom Webinar Tutorials	8
Employee Resources	10
What, So What, Now What?	11
Thank You	13

Event Reminders & Tips

After enrolling, you should have received a confirmation email from Workday Learning for the sessions 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 received all the information for your session. If you are unable to locate this information contact your Department's Workday Learning 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 broadcast, the fastest way to contact the Conference Staff is to reach out through the conference's chat tool.

Conference Schedule

For more information about our program, please view the [Speaker Bios and Session Details Notebook](#).

Block	Time	Session	Speaker
Monday, September 13			
Morning	8:30 - 9:00 a.m.	Conference Kickoff	
Morning	9:00 - 10:30 a.m.	Native American History & Culture of OR Tribes	David Lewis
Morning	10:30 - 10:45 a.m.	<i>Break</i>	
Morning	10:45 - 11:45 a.m.	Data Equity, Data for Black Lives	Tawana "Honeycomb" Petty
Afternoon	1:00 - 1:15 p.m.	Afternoon Session Kickoff	
Afternoon	1:15 - 2:45 p.m.	Trauma is a Universal Experience, But Healing Begins With(In) YOU!	Dr. S. Renee Mitchell
Afternoon	2:45 - 3:00 p.m.	<i>Break</i>	
Afternoon	3:00 - 4:00 p.m.	MMIW/MMIWG2S (Murdered & Missing Indigenous Women, Girls, & Two-Spirit)	Luhui Whitebear
Evening	5:00 - 5:15 p.m.	Evening Session Kickoff	
Evening	5:15 - 6:15 p.m.	History of Mental Health - Systems of Oppression and the psychiatric survivors' movement's fight for equality & self determination.	Michael Hlebechuk
Tuesday, September 14			
Morning	8:30 - 9:00 a.m.	Daily Kickoff	
Morning	9:00 - 10:00 a.m.	How Social Unrest is Impacting the Workplace	Pia Wilson-Body & Sharon Brogdon
Morning	10:00 - 10:15 a.m.	<i>Break</i>	
Morning	10:15 - 11:15 a.m.	Community Engagement & Equity During the COVID Response	Dolly England
Afternoon	1:00 - 1:15 p.m.	Afternoon Session Kickoff	
Afternoon	1:15 - 2:15 p.m.	History of Native Hawaiians in OR from pre-1800 to Present	Kanani Miyamoto & Lehuauakea
Afternoon	2:15 - 2:30 p.m.	<i>Break</i>	
Afternoon	2:30 - 3:30 p.m.	Rural LGBTQIA+ organizing in the Lower Columbia	Tessa James Scheller
Evening	5:45 - 6:00 p.m.	Evening Session Kickoff	
Evening	6:00 - 7:30 p.m.	Understanding Current Events through an Equity Lens (presentation in Spanish)	Gilda Montenegro-Fix
Graveyard	10:00 p.m. - 10:15 p.m.	Session Kickoff	
Graveyard	10:15 p.m. - 12:15 a.m.	Creating an Anti-Racist Organization	Debbie Elias

Conference Schedule

For more information about our program, please view the [Speaker Bios and Session Details Notebook](#).

Block	Time	Session	Speaker
Wednesday, September 15			
Early Morn	6:00 - 6:15 a.m.	Session Kickoff	
Early Morn	6:15 - 7:15 a.m.	Centering Racial Equity Throughout Data Integration	Amy Hawn-Nelson
Morning	8:30 - 9:00 a.m.	Daily Kickoff	
Morning	9:00 - 11:00 a.m.	Engaging Across Difference	Sherry K. Watt
Afternoon	1:00 - 1:15 p.m.	Afternoon Session Kickoff	
Afternoon	1:15 - 2:45 p.m.	Black Loggers - History and Contributions to Oregon	Gwen Trice
Afternoon	2:45 - 3:00 p.m.	<i>Break</i>	
Afternoon	3:00 - 4:00 p.m.	Understanding the Role "Nice White Ladies" Play in Systemic Racism and How We Can Divest from Harmful Systems	Jessie Daniels
Evening	5:00 - 5:15 p.m.	Evening Session Kickoff	
Evening	5:15 - 6:15 p.m.	Chinese and Chinese-Americans in Oregon from 1865 to Current Day	Gloria Lee
Evening	6:15 - 6:30 p.m.	<i>Break</i>	
Evening	6:30 - 7:30 p.m.	Equity Informed Restorative Justice in Organizations & Institutions	Gabriele Ross
Yom Kippur Observance - No graveyard sessions on September 15 and no sessions on September 16			
Friday, September 17			
Morning	8:30 - 9:00 a.m.	Daily Kickoff	
Morning	9:00 - 10:00 a.m.	A Case of Oregon State Diversity: Oregon Department of Human Services	Department of Human Services - OEMS
Morning	10:15 a.m. - 12:15 p.m.	How to Put Together and Sustain a DEI Committee	Lillian Tsai
Afternoon	1:00 - 1:15 p.m.	Afternoon Session Kickoff	
Afternoon	1:15 - 2:45 p.m.	Agency Affinity Across Borders: Interstate Panel on Employee Resource Groups (ERGs) with Representatives from Oregon and Washington	OR & WA Reps
Afternoon	2:45 - 3:00 p.m.	<i>Break</i>	
Afternoon	3:00 - 4:30 p.m.	Structures for Statewide Consultation and Community: Washington State Guest Panel on Business Resource Groups (BRGs)	WA BRG Reps
Afternoon	4:30 - 4:45 p.m.	<i>Break</i>	
Afternoon	4:45 - 6:45 p.m.	Pushing for Change: We often need permission to push the boundaries, what kind of permission and when does urgency overcome the need for permission?	Jane Waite

Event Summary, Attendee Expectations, Reminders

After a year of preparation and planning, the 2021 Statewide Diversity, Equity, & Inclusion Conference is here! We're looking forward to providing attendees 4 days of educational and engaging sessions on diversity, equity, and inclusion through a 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 2021 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 a virtual presentation:

- Presenters will be allotted 60-120 minutes to present and answer 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 Workday Learning 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.](#)

ADA Accommodations

During the live, virtual conference we will be providing [ASL interpreters and also closed captioning](#) throughout the entirety of the 4 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 9.](#)

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

Community Agreement

Please review the following community agreement before joining the conference. These agreements reflect the values of our employees and are designed to foster inclusive and respectful interaction. Participants — including all attendees, speakers, and volunteers — are expected to follow the community agreement as outlined below:

- Be present and ready to learn! Give the presenter your full attention and avoid external distractions where possible. When prompted by Zoom, please identify yourself with your first and last name upon entering the conference - this will help to promote a safe and inclusive learning experience.
- Be respectful to others. Participants are encouraged to use inclusive language when interacting with others. We believe that each person has something to contribute to the conversation. This agreement asks that we all practice humility, and look for what we have to learn from each person in attendance. Participants must abide by the state [Discrimination and Harassment Free Workplace Policy](#) and agree that behavior which deviates from these guidelines will constitute grounds for removal from the conference.
- Learning happens outside of our comfort zones. You are on a journey of growth, we anticipate a level of struggles as you travel this path. Participants are encouraged to engage in discussion and invited to step outside of their comfort zone. In any conversation, especially ones about systemic power (race, class, gender, etc.), we know that each person is coming to the conversation with different levels of lived experience and embodied expertise. Employees should utilize the Employee Assistance Program if additional support is needed outside of this conference.
- Listen to learn and not to respond. When offering feedback, do so with the understanding that people can change; when receiving new information, listen to others with a willingness to change.
- Thank you for being flexible and patient around any technology needs, changes, cancellations or schedule shifts throughout the conference.
- If you need something at the conference, ask for it!
 - Issues with registration: LMS.workday@oregon.gov
 - Technical issues logging into your session:
Please contact your DEI Conference representative.
 - Conference feedback:
Feedback opportunities will be provided to participants after the conference.

Failure to comply with the above community agreement will result in removal from this conference.

Zoom Webinar Tutorials

Confirmation Email

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

You have been enrolled in a course.

[i](#) If there are problems with how this message is displayed, click here to view it in a web browser.

Dear Eric Engelson

You have been enrolled into the following course:

Course: [2021 Diversity, Equity, and Inclusion Conference - Native American History & Culture of Oregon Tribes](#)

Start Date and Time: Mon, Sep 13, 9:00 AM Pacific Time (Los Angeles)

End Date and Time: Mon, Sep 13, 10:30 AM Pacific Time (Los Angeles)

Locations/Webinar URL: <https://zoom.us/j/96974409321?pwd=N25HL2M3Qmk5bk92UGNJWTO5R0RpZz09>

Course Description:

By enrolling in this course you are acknowledging you have read and agree to the Conference's Community Agreement.

Date: Monday, September 13

Time: 9:00 a.m. – 10:30 a.m.

Presenter: David G. Lewis, PhD

David G. Lewis, PhD, is a member of the Confederated Tribes of Grand Ronde, descendent from the Santiam, Chinook and Takelma tribes. David has engaged in research on the tribal histories of Northwest Coastal peoples, specializing in the Western Oregon Tribes. David served as the director of the Southwest Oregon Project Collection at the University of Oregon, and was the Culture Department manager of the Grand Ronde Tribe for 8 years. David has a PhD in anthropology from the University of Oregon and teaches full time in Anthropology and Native Studies at Oregon State University. David's research essays about the histories of the tribes are published on the blogsite ndnhistoryresearch.com.

Session Synopsis

A survey of tribal history from Oregon addressing tribal traditional culture and changes made by tribes as the area was settled. The effects settlers had on tribal culture will also be addressed, including; the removal of tribes, spread of diseases, treaties and treatments of the tribes by settlers. The survey will follow the tribes into the 20th century addressing additional challenges including termination and restoration.

Session Takeaways

Insights into the traditional culture of the tribes of Oregon.

Challenges to tribes as they encountered colonization by American settlers.

The longer history of the tribes as they were terminated in the 1950s and restored in the 1980s.

Please take a moment to participate in our anonymous pre-conference survey.

Webinar Login Details:

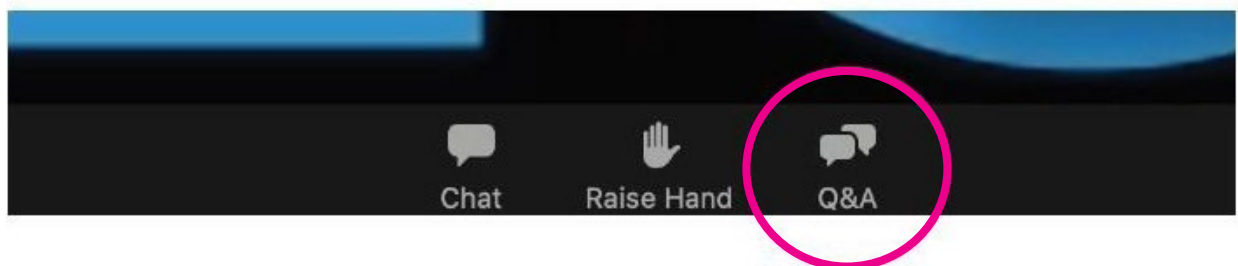
Please click the link below to join the webinar:

<https://zoom.us/j/96974409321?pwd=N25HL2M3Qmk5bk92UGNJWTO5R0RpZz09>

Passcode: DEIDAY1

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.



Zoom Webinar Tutorials

Chat Tool

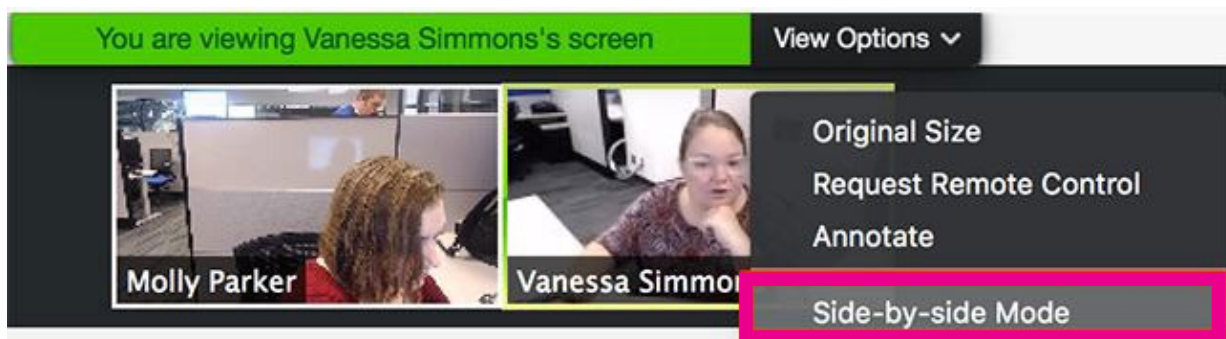
Use the Chat tool during the virtual conference to discuss topics with other attendees, share ideas, and share any technical issues with the Conference Event Staff for follow-up.



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](#).



Employee Resources

So You'd Like to Learn More?

After attending the 2021 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 is 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/RenewMaterials)
- 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](#).

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.

Contact us at:
503-378-8800
library.help@state.or.us

For more employee resources visit our website:
oregon.gov/Resources-for-Continued-Education/Pages/Default.aspx

What, So What, Now What?

The shared progression eliminates most of the misunderstandings that otherwise fuel disagreements about what to do. WHY do this activity?

- *Build understanding of how people develop different perspectives, ideas, and rationales for actions and decisions*
- *Make sure that learning is generated from experiences: no reflection = no learning*
- *Eliminate the tendency to jump prematurely to action, leaving people behind*
- *Make sense of complex challenges in a way that unleashes action*
- *Experience how questions are more powerful than answers because they invite active exploration*

Reflection Space:

Topic discussed:

Main points shared in the space:

After a shared experience, ask, WHAT? SO WHAT? & NOW WHAT?

1. WHAT?

- a. What happened?
- b. What did you notice?
- c. What facts or observations stood out?

2. SO WHAT?

- a. Why is that important?
- b. What patterns or conclusions are emerging for me?

3. NOW WHAT?

- a. What actions make sense moving forward?
- b. What do I need to support my actions moving forward?

Enhancements to the above reflection points:

- *For the WHAT? Question, spend time sifting items that arise into categories. For example, facts with evidence (e.g., every person in the group spoke) and feelings (e.g., I felt joy, people in my group were smiling and laughing, I moved through despair into hopefulness). You may want to add the question WHAT IF in this section for you to reflection on before moving to SO WHAT.*
- *For the SO WHAT? Question, sift items into patterns, conclusions, hypotheses/educated guesses, beliefs*
- *For the NOW WHAT? Question, consider the individual actions you may have to build up to in order of practicing to gain a new habit or welcoming new perspectives into your view.*

Toolkit for Deeper Reflection:

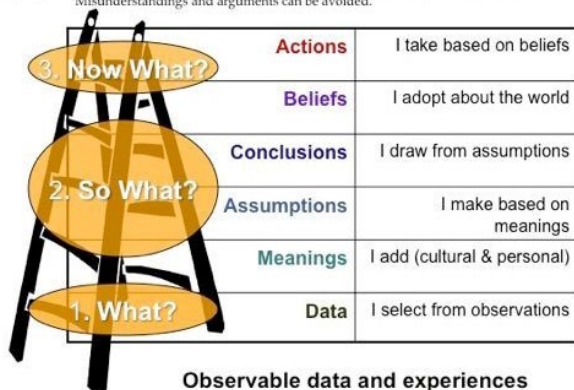
WHAT?	SO WHAT?	NOW WHAT?
Description stage of reflection	Theory and knowledge building stage of reflection	Action-oriented stage of reflection
<p>What is the:</p> <ul style="list-style-type: none"> • Situation • Event • Problem/ difficulty • Reason for being stuck <p>What was my role in the situation?</p> <p>What was I trying to achieve?</p> <p>What actions did I take?</p> <p>What was the response of others?</p> <p>What were the consequences:</p> <ul style="list-style-type: none"> • for myself • for the stakeholders • for my teammates • on the organization <p>For others what feelings did it invoke:</p> <ul style="list-style-type: none"> • for myself • for the stakeholders • for my teammates <p>What was most impactful about experience (i.e. quotes or moments of growth)?</p>	<p>So what does this tell me / teach me/ imply/ mean about:</p> <ul style="list-style-type: none"> • me • community stakeholders • my relationships • how I model actions • my attitudes • who I learned from • how I learn/learned <p>So what was going through my mind as I reacted to this topic?</p> <p>So what do I base my actions on?</p> <p>So what other knowledge can I bring to the situation?</p> <p>So what could be done to make it better?</p> <p>So what is my new understanding of the situation?</p> <p>So what broader issues arise around this specific topic?</p>	<p>Now what do I need to do in order to:</p> <ul style="list-style-type: none"> • make things better • build better relationships • resolve a situation • feel better • improve my effectiveness <p>Now what broader issues need to be considered if this action is to be successful?</p> <p>Now what might be the consequences?</p>

Adapted from Rolfe et al (2001)



Ladder of Inference

Emphasizes the value of a step-by-step progression in debriefing or after-action conversations. The value of staying LOW on the ladder is visually reinforced. Misunderstandings and arguments can be avoided.



Thank You

Thank you to the below state departments, agencies, and commissions for your support of the 2021 State Diversity, Equity, & Inclusion Conference.

Oregon Lottery	Oregon Liquor Control Commission
Department of Corrections	Oregon Department of Revenue
Oregon Department of Education	Oregon Secretary of State
Oregon Employment Department	Oregon Water Resources
Oregon Health Authority	Office of Public Safety and Standards
Department of Human Services	Governor's Office
Department of Transportation	Department of Veteran's Affairs
Oregon Department of Environmental Quality	Legislative Administration
Oregon Parks & Recreation	Higher Education Coordinating Commission
Department of Administrative Services	Oregon Board of Chiropractic Examiners
Department of Fish & Wildlife	Oregon Department of Land Conservation and Development
Oregon Department of State Police	Oregon Watershed
Oregon Department of Agriculture	Enhancement Board
Public Employees Retirement System	Oregon State Marine Board
Department of Forestry	Oregon State Board of Nursing
Bureau of Labor and Industries	Department of Geology and Mineral Services
Department of Energy	
Oregon State Library	

Thank you to the Leadership of the 2021 Conference Planning Committee. Leading this conference takes 12 months of planning, incredible dedication and countless hours. Thank you for your passion for this work that has made this conference possible.

Sabrina Balderama, Chair
Keeble Giscomb, Co-Chair
Eric Engelsen, Project Manager

For a full list of the Conference Committee Members, visit: <https://www.oregon.gov/deiconference/conference-Planning-Committee/Pages/default.aspx>