



Sessions and Presenters

September 13-17

For more information visit:
oregon.gov/deiconference

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Conference Schedule

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	Dr. 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

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	Dr. 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

Native American History & Culture of Oregon Tribes

David G. Lewis, Ph.D.



Dr. David G. Lewis 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. Dr. Lewis 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 Ph.D. in anthropology from the University of Oregon and teaches full time in Anthropology and Native Studies at Oregon State University. Dr. Lewis' research essays about the histories of the tribes are published on the blogsite ndnhistoryresearch.com.

Monday, September 13 - Morning

Time: 9:00 – 10:30 a.m.

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

- Provide insights into the traditional culture of the tribes of Oregon.
- Present challenges to tribes as they encountered colonization by American settlers.
- Explore the longer history of the tribes as they were terminated in the 1950s and restored in the 1980s.

Data Equity, Data for Black Lives

Tawana Petty



Tawana Petty is a mother, social justice organizer, youth advocate, poet, and author. She is intricately involved in water rights advocacy, data, and digital privacy rights education, as well as racial justice and equity work. She is the National Organizing Director at Data for Black Lives, and the former director of the Data Justice Program at Detroit Community Technology Project. Tawana is a co-founder, and former co-lead, of Our Data Bodies, a convening member of the Detroit Digital Justice Coalition, a Digital Civil Society Lab fellow at the Stanford Center on Philanthropy and Civil Society, and director of Petty Propolis, a Black woman led

artist primarily focused on cultivating visionary resistance through poetry, literacy and literary workshops, anti-racism facilitation, and social justice initiatives. Tawana was named one of 100 Brilliant Women in AI Ethics in 2021.

Monday, September 13 - Morning

Time: 10:45 – 11:45 a.m.

Session Synopsis

This presentation will walk participants through the journey of data bodies and the pursuit of racial equity throughout the data integration process.

Session Takeaways

- Gain a deeper understanding of data bodies and their impact on communities.
- Learn how to apply a racial equity lens throughout the data integration process.
- Receive tools to aid you on your racial equity journey on their racial equity journey.

Trauma is a Universal Experience, But Healing Begins With(In) YOU!

Dr. S. Renee Mitchell



Dr. S. Renee Mitchell is well-known for her years as a newspaper columnist for *The Oregonian*, where she was nominated twice for the prestigious Pulitzer Prize. These days, she is best described as a Creative Revolutionist™ because she is difficult to define and too multifaceted to compartmentalize. Motivated by intention, joy, and heART, Dr. Mitchell is an experienced storyteller, performer, and youth advocate who creates beauty with her words, her mind, and her hands. An expert in trauma-informed practices and social-emotional learning, Dr. Mitchell is committed to helping others let go, gather up, and move on in order to find their voice, their inner sources of healing and joy, and their own unique place in the world.

Monday, September 13 - Afternoon

Time: 1:15 – 2:45 p.m.

Session Synopsis

Most Diversity, Equity, and Inclusion advocacy is considered from the perspective of white people needing to change their behavior to be more accepting of racial differences. Rarely is this work looked at from a broader view of how trauma and oppression scars both the victim and the perpetrator, creating a loop of traumatic and racialized interactions that can ultimately undermine DEI progress. As we often see and respond to the world through our own individual perspectives, grounded in our personal histories and ways of knowing, it is critical that each of us – whichever lens we see through when we come into this DEI work – unlearn some of the behaviors and belief systems that interfere with our own authenticity. Using personal storytelling, Dr. Mitchell will help you understand how unprocessed trauma can undermine your relationships at work, at home, and in other social situations; emasculate your trustworthiness and transparency; and ultimately, hinder progress in uprooting systemic and institutional policies and practices that will help eliminate inequities. Before one looks at whom among you needs to change, improve, or become more accountable, state workers: Heal thyself.

Session Takeaways

- Understand that healing one's individual trauma is at the heart of making progress on issues of diversity, equity, and inclusion.
- Understand that a lack of individualized authenticity can unintentionally re-create conditions that traumatize or re-traumatize oneself and others – in the workplace, at home, and in society.

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MMIW/MMIWG2S (Murdered & Missing Indigenous Women, Girls, & Two-Spirit)

Luhui Whitebear



Luhui Whitebear (she/her) is Coastal Chumash and the Center Director of the Oregon State University's (OSU) Native American Longhouse Eena Haws. She completed her Ph.D. through Women, Gender, & Sexuality Studies at OSU. She also received her B.S. in Ethnic Studies, a second B.S. in Anthropology, and M.A. in Interdisciplinary Studies (WGSS, Ethnic Studies, and Queer Studies focus), all from OSU. She is a mother, poet, and Indigenous activist. Her research focuses on Indigenous rhetorics, Indigeneity and reclaiming Indigenous identity/gender roles, murdered and missing Indigenous women, Indigenous resistance movements, and national laws and policies that impact Indigenous people. Luhui is passionate about disrupting systems of oppression and creating positive change in society.

Monday, September 13 - Afternoon

Time: 3:00 – 4:00 p.m.

Session Synopsis

This presentation will discuss a brief history of the MMIW/MMIWG2S crisis and where we are today in efforts to address these violences. Emphasis will be placed on the role of laws, policies, stereotypes, and generational trauma in perpetuating the MMIW/MMIWG2S crisis. Ways to help intervene, both in small and larger ways, will also be discussed.

Session Takeaways

- Learn about the MMIW/MMIWG2S crisis and the ways in which we can all help to end these violences.
- Understand the roles of law and policy in perpetuating harm.
- Learn methods to take back to the workplace to help with drafting changes to existing laws and policies to better serve the public, even in ways beyond MMIW/MMIWG2S.

History of Mental Health to Present

Michael Hlebechuk



Michael's experience includes 33 years with the peer recovery movement, aka the consumer movement. He is currently the executive director at FolkTime, a peer run organization. Previously, Michael served as Oregon's first Office of Consumer Activities Director at Oregon Health Authority's Behavioral Health Services and was the director of the Peer Recovery Services department at Oregon State Hospital. Michael did not understand why he was told when he was in his early 20s that the best he could do with his life is stay out of the hospital and live on Social Security. His mental health recovery started in 1987 when he joined the consumer movement as a board member at Mind Empowered Inc., a consumer-run organization. His advocacy for the peer recovery movement has been the foundation of his work ever since. Working tirelessly with the likes of David W. Oaks and David Romprey, Michael has given his voice to choice and self-determination, and works to elevate everyone's personal story.

Monday, September 13 - Evening

Time: 5:15 – 6:15 p.m.

Session Synopsis

This presentation will be delivered in two parts. The first part covers the history of how society has treated individuals it deemed insane, beginning with the Neolithic era and running through the late-1960s. The second part focuses on the evolution of the consumer/survivor/ex-patient movement (AKA Peer Movement) that was born in Portland, OR in 1970 with the founding of the Insane Liberation Front.

Session Takeaways

- Walk away from this presentation with greater empathy for individuals who have mental health histories.
- Develop an understanding of the history of deplorable ways such individuals have been treated over time.
- Gain insights into core tenants of the consumer/survivor/ex-patient movement.

How Social Unrest is Impacting the Workplace

Pia Wilson-Body & Sharon Brogdon



Sharon Brogdon is the Founder and CEO of Illuminations Consulting Services. She possesses a twenty-year track record of success creating and implementing strategic diversity, equity, and inclusion (DEI) solutions in small, medium, and large Fortune 50 technology companies. Her unique combination of deep corporate DEI and business marketing experience, coupled with strong leadership experience as a commissioned officer in the U.S. Navy, enables an unparalleled capacity to lead, coach, and deliver impactful results. As a veteran of the U.S. Navy, she achieved the rank of Lieutenant Commander and is a recipient of the Navy Commendation Medal and Navy Achievement Medal with bronze star. Sharon is also a Cornell University Certified Diversity Practitioner, a certified practitioner in Courageous Conversations About Race (CCAR™), and ASCENT Fellow with the Dartmouth University, Tuck School of Business.



Joining Sharon is Pia Wilson-Body who has held multiple positions in Human Resources; Diversity, Equity and Inclusion; and business operations. In 2014, Ms. Wilson-Body was named Working Mother Magazine's Working Mother of the Year. She was also a contributor to the Center of Talent Innovation (CTI) published research 'Black Women: Ready to Lead.' She recently served on the Oregon Future's Commission. In addition, Ms. Wilson-Body currently serves on numerous boards, including the YWCA's USA Board of Directors and Forth Mobility.

Tuesday, September 14 - Morning

Time: 9:00 – 10:00 a.m.

Session Synopsis

During the past 12 months, employees struggled to navigate one crisis after another: the pandemic, racial unrest, a teetering economy, and political divisions. This session explores those challenges, what's been learned along the way, and steps that can be taken to help build an effective plan that promotes equity and justice in the workplace.

Session Takeaways

- Gain a historical perspective of social unrest.
- Learn about workplace climate and changes in the face of social unrest.
- Explore forward thinking and how to build an effective plan.

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Community Engagement & Equity During the COVID Response

Dolly England



Dolly is a long time SW Washington resident and graduate of Evergreen State College, located in Olympia, WA. She has over 15 years of experience in community health, working as a health educator providing outreach and education around HIV/AIDS, reproductive health, and chronic disease management. In 2018, Dolly joined the Oregon Health Authority (OHA) as the Reproductive Health Access Coordinator. By March 2020, she began doing community engagement work for the OHA's COVID Response team and later that year transitioned to developing the response team's Community Engagement Team, which supports 180 Community Based Organizations across the state of Oregon to provide outreach

and community engagement, contact tracing, and wraparound support services to people in isolation and quarantine. As a result of Dolly's community organizing experience, as well as her deep understanding of the important role of community in the change process, she was appointed by Washington State Governor, Jay Inslee, to the Washington State Commission on African American Affairs, where she served as the Commissioner for SW Washington until November 2017. Additionally, Dolly has previously worked as an HIV Case Manager in SE Alaska, and spent 3 years as the Vice President of the Vancouver NAACP.

Tuesday, September 14 - Morning

Time: 10:15 – 11:15 a.m.

Session Synopsis

The Community Engagement Program was able to create a team on the foundations of equity and community engagement. The program then recruited over 170 Community Based Organizations to provide Contact Tracing, Wraparound Support Services, and Outreach and Engagement to community members during the COVID-19 pandemic. This is the story of how you CAN center around equity and community, even during a global pandemic.

Session Takeaways

- Understand OHAs commitment to community engagement.
- Learn examples of how to engage community in caring, accessible and equitable ways.
- Receive tools for developing outreach plans.

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History of Native Hawaiians in OR from pre-1800 to Present

Kanani Miyamoto & Lehuauakea



Kanani Miyamoto is an educator and printmaker originally from O’ahu, identifying most with her Native Hawaiian and Japanese roots. Her work has been shown nationally, and she teaches all age levels from kindergarten through the college level. Kanani’s work addresses themes of mixed ancestry and complex cultural histories.



Lehuauakea is a mixed-Native Hawaiian artist and cultural practitioner from Hawai’i Island, now based in Portland. Their work involves an interdisciplinary practice between traditional methods and contemporary media. Lehuauakea’s work has been exhibited throughout the Pacific Northwest and focuses on themes of cultural reclamation and Indigenous resilience.

Kanani and Lehuauakea are the joint curators for the landmark 2020 exhibition, DISplace, at the Five Oaks Museum. This exhibition addressed the histories that connect Hawai’i and the Pacific Northwest, and how these stories play out within contemporary Native Hawaiian communities in Oregon. Often misrepresented or omitted from mainstream media, DISplace was an opportunity to tell these stories from the perspectives of those they represent.

Tuesday, September 14 - Afternoon
Time: 1:15 – 2:15 p.m.

Session Synopsis

This presentation will address the ongoing histories of Native Hawaiians in the Pacific Northwest, from pre-1800 to the present. Kanani and Lehuauakea will look at the factors behind early Hawaiian migration into the region, while contextualizing them with concurrent events happening at the time. Also discussed will be the challenges these communities have faced away from Hawai’i, as well as the valuable contributions they have made to Pacific Northwest history as a whole.

Session Takeaways

- Gain an introductory understanding of the histories that connect Hawai’i and the Pacific Northwest.
- Learn about the factors that continue to bring Native Hawaiians into the region.
- Gain awareness about the lasting impacts that these communities have had in Oregon history and why it is important to understand and value these contributions within and beyond the workplace.

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Rural LGBTQIA+ organizing in the Lower Columbia

Tessa James Scheller



Tessa Scheller is a retired CRNA, Nurse Anesthetist, and is a wife to her wife, Jann, for 47 years. In her local community she has served as an elected official for 27 years, and is also a Vietnam Veteran. Tessa is a parent to two adults, grandparent to three more and loves having four great grandchildren. She has been active in queer support organizations for decades and the recipient of a Gay Heroes Award. Tessa has enjoyed living in the country near Astoria on the beautiful Oregon Coast since 1979.

Tuesday, September 14 - Afternoon

Time: 2:30 – 3:30 p.m.

Session Synopsis

Rural LGBTQIA+ organizing has been a lifetime of learning and the realization of a dream come true. The Lower Columbia Q Center, located in a rural area, is about making connections and creating a safe and welcoming space. Small town, rural living can be an exercise in isolation as marginalized and minority people. Our organizing is, too often, a response to threat and pain. By working thru networks of activists we build community with greater circles of connection and familiar visibility that furthers integration and respect. I will share perspectives on our local journey as a Q Center founder and community activist.

Session Takeaways

- Acquire a greater familiarity with LGBTQIA+ goals, concerns, and people.
- Develop a greater curiosity and support for queer and gender diverse people.
- Have an appreciation for the challenges and needs of rural areas that have low household incomes and fewer resources.

Understanding Current Events through an Equity Lens (Presented in Spanish)

Gila Montenegro-Fix



Gilda Montenegro-Fix is a Costa Rican woman, mother, wife, adventurous world traveler, and global citizen. She represented her country in two Olympic Games (Barcelona '92 and Atlanta '96), in the sport of whitewater slalom kayak, being the only woman from all of Latin America to compete in this discipline. This Olympic experience was the culmination of 10 years of outdoor leadership work. Gilda studied Psychology at the University of Costa Rica, and has worked as a bilingual/bicultural family advocate with multicultural low-income families for 10 years in Hawaii and Oregon. Gilda is also a certified trainer in Cultural Competency.

Tuesday, September 14 - Evening
Time: 6:00 – 7:30 p.m.

Session Synopsis

Eventos a nivel nacional como el asesinato de George Floyd, las protestas pacíficas, las tensiones entre la policía y las comunidades de color deben ser entendidos a través de un lente de equidad. Esto nos ayudará a comprender mejor a nuestros clientes y los obstáculos que enfrentan. ¡Es hora de ser parte del cambio que deseamos ver en el mundo! Ven a aprender cómo ser un promotor de equidad social.

National events such as the murder of George Floyd, peaceful protests, and the tension between law enforcement and communities of color need to be analyzed and understood through an Equity lens. This will give us insights to better understand our clients and many of the obstacles they face. It is time to be part of the change we wish to see! Come learn about the roles we can play as equity advocates.

Session Takeaways

- Reconocer los sistemas de opresión y cómo operan en nosotros y nuestros programas.
- Aprender cómo interrumpir la opresión.
- Colaborar para ser una fuerza de cambio positive.
- Recognize systemic oppression and how it operates through us and our programs.
- Learn how to interrupt it.
- Work together as a force for positive change.

Creating an Anti-Racist Organization

Debbie Elias



Debbie is an engaging facilitator for the YWCA Social Justice Program and has been trained by the Oregon Coalition Against Domestic and Sexual Violence in Anti-Racist and Oppression Workshops. She has extensive experience working with survivors of sexual and domestic violence as a highly skilled advocate, community educator and support group coordinator. Her passion for social change has been a motivating force throughout her life. She is a first-generation Lebanese immigrant, with a culturally diverse upbringing and years of living, working and traveling in various parts of the world. For self-care, she enjoys Tai Chi, gardening and lots of laughter!

Tuesday, September 14 - Graveyard

Time: 10:15 p.m. – 12:15 a.m. (Wednesday, Sept. 15)

Session Synopsis

Creating an Anti-Racism Organization is geared towards individuals and organizations that see the need to take a bold move to improve the way they provide an environment of equity and inclusivity in the workplace. Most people want to do a better job around racial equity but don't know where to begin. This presentation will help individuals within an organization prioritize equity in an authentic, impactful way.

Session Takeaways

- Provide participants an opportunity to create a plan of action for internal and social change that centers anti-racism work as crucial to building a vision of a just and respectful world.
- Explore becoming partners and allies and how to receive and respond to interruptions of oppressive statements and behaviors with compassion

Centering Racial Equity Throughout Data Integration

Dr. Amy Hawn Nelson



Dr. Amy Hawn Nelson is Research Faculty and Director of Training and Technical Assistance for Actionable Intelligence for Social Policy (AISP), an initiative of the University of Pennsylvania that helps state and local governments collaborate and responsibly use data to improve lives. Prior to joining AISP in 2017, Dr. Hawn Nelson directed the Institute for Social Capital at UNC-Charlotte, charged with supporting data-informed decision-making in the Charlotte region. Previously, she served as a teacher and school leader. She is a community engaged researcher, and has presented and written extensively on data integration and intersectional topics related to educational equity.

Wednesday, September 15 – Early Shift

Time: 6:15 – 7:15 a.m.

Session Synopsis

Integrated administrative data increasingly provide the raw materials for evaluation, research, and risk modeling, yet racial equity is, at best, a peripheral consideration. This session presents findings from *A Toolkit for Centering Racial Equity Throughout Data Integration*, and will overview concepts from the Toolkit to support more equitable data practice.

Session Takeaways

- Understand the core benefits, limitations, and risks inherent to data integration and administrative data use, particularly related to racial equity.
- Be able to assess current practices as positive or problematic in centering racial equity throughout that data life cycle.

Engaging Across Difference

Sherry K. Watt, Ph.D., NCC, LPC



Sherry K. Watt, Ph.D., NCC, LPC is a Professor of the Higher Education and Student Affairs program at the University of Iowa. She has been a facilitator prepared by the Center for Courage and Renewal since 2007. Dr. Watt has over 25 years of experience in designing and leading educational experiences involving strategies to engage participants in dialogue that is meaningful, passionate, and self-awakening. Dr. Watt is the author and editor of *Designing Transformative Multicultural Initiatives: Theoretical Foundations, Practical Applications and Facilitator Considerations*, which includes a rearticulation of the 2007 Privileged Identity Exploration (PIE) Model. This area of research explores various reactions people have to difficult dialogues related to social issues.

Wednesday, September 15 - Morning

Time: 9:00 – 11:00 a.m.

Session Synopsis

In this interactive session, participants will learn about one of the Being skills that can help them engage in productive dialogues about race and privilege by gaining insight about the process of exploring the various reactions to difficult dialogue. Participants will learn about a conceptual framework for the 8 defense mechanisms displayed in the Privileged Identity Exploration (PIE) model and identify practical strategies for engaging in difficult dialogues that would be helpful in various settings such as workplace environments.

Session Takeaways

- Utilize the PIE model to identify personal defensive mechanisms that prevent meaningful exploration of privilege and engagement in dialogue while in community.
- Practice engaging in and sitting with dissonance, in order to build stamina to be present in difficult dialogues.
- Learn about the environmental conditions that can help with sitting with dissonance.

Black Loggers- History and Contributions to Oregon

Gwen Trice



Gwendolyn Trice is the Founder and Executive Director of the Maxville Heritage Interpretive Center (MHIC), a museum located in Joseph, Oregon. MHIC was inspired by an Oregon Public Broadcasting documentary titled “The Logger’s Daughter” which shed light on this little-known history of African American loggers and their families who migrated to Maxville from all over the South and Midwest. The MHIC’s mission is - To gather, preserve, and share the rich history of African American, Indigenous, and immigrant loggers in the Pacific Northwest. The Center utilizes

inclusive stories of multicultural logging communities to better connect the experiences of immigrants and migrants to a larger American narrative.

Gwen served on the Oregon State Advocacy Commission of Black Affairs and serves today on the State Advisory on Historic Preservation. Gwen is a 2015 recipient of the Oregon Women of Achievement Award, became a nationally certified interpretive guide (NAI) in 2017, and was the 2020 Stewardship Award recipient from the Museum of Natural and Cultural History at the University of Oregon.

Wednesday, September 15 - Afternoon

Time: 1:15 – 2:45 p.m.

Session Synopsis

This presentation will provide an overview of Gwen’s rural roots in Eastern Oregon, a third generation Maxville descendant and resident of Wallowa County. The presentation will provide insight into the origins of the MHIC organization and vision building through networks here in Oregon, as well as the national support systems. Gwen will discuss acquiring 240 acres that includes the original town site, plans to build a brave space for education with access for all, and celebrating and honoring our past, present, and future. Finally, Gwen will discuss how prehistoric knowledge informs and builds our inclusive stories.

Session Takeaways

- Expand employee’s knowledge and understanding of the timber culture in Oregon and the Pacific Northwest.
- Provide a brave/safe space to comment, question and share similar stories of struggle, resilience and triumph over adversity.
- See an alternate resource for inclusion, access for all and brave diversity in rural Oregon.

Understanding the Role “Nice White Ladies” Play in Systemic Racism and How We Can Divest from Harmful Systems

Jessie Daniels, Ph.D.



Jessie Daniels, Ph.D., is Professor at the City University of New York and is affiliated with the Harvard Berkman Klein Center and the Oxford Internet Institute. She is a queer person, who is an internationally recognized expert on internet manifestations of racism and has spent the last 30 years working on how we can undo the harm of white supremacy. For more than twenty-five years, Jessie has studied race and racism in various forms of media. She is the author of several books, including *White Lies* (Routledge, 1997), *Cyber Racism* (Rowman & Littlefield, 2009), and *Nice White Ladies*, (Seal Press 2021).

Wednesday, September 15 - Afternoon

Time: 3:00 – 4:00 p.m.

Session Synopsis

In this engaging presentation, Jessie Daniels will guide participants through an exploration of how white women’s protection is central to American culture, and it is killing all of us. Whether summoning the police to visit “death by cop” on Black people, or simply passing on the myth of whiteness and the reality of white wealth to their children, nice white ladies are actively participating in a system designed for their comfort and the destruction of others. Through what one critic called a “gentle double dare,” Daniels weaves in her own personal narrative as a white woman into this discussion.

Session Takeaways

- Learn about the ways white women, historically, have contributed to systemic inequality.
- Understand how white women can join with others to help dismantle systemic inequality.

Chinese and Chinese-Americans in Oregon from 1865 to Current Day

Gloria Lee



Gloria Lee brings 21 years of experience in growing non-profits and 25+ years in senior management with SYSCO in procurement, training, and sales management. In 2000, Gloria moved on from her position as VP Merchandising at SYSCO to being the Executive Director of Portland's newly opened Classical Chinese Garden (Lan Su). Since 2014, Gloria has served as the Executive Director of The Giving Tree NW, a small non-profit serving vulnerable populations in affordable housing with resident services, art, education, and recreation. As Gloria retires, The Giving Tree NW and the Hollywood Senior Center have come together to become the Community for Positive Aging. Besides gardening, cooking, and reading, she has served on the boards of Cedar Mill Library, Travel Portland, the Northwest China Council, and Old Town/Chinatown Community Association. Gloria also currently leads the Civic Engagement program for Chinese American Citizens Alliance Portland.

Wednesday, September 15 - Evening
Time: 5:15 – 6:15 p.m.

Session Synopsis

A historical timeline of the events and contributions of Chinese and Chinese-Americans to Oregon from 1865 to present.

Session Takeaways

- Understand The Chinese Exclusion Act.
- Learn about contributions from Oregon's Chinese population that helped to build the state.
- Receive additional resources for continued learning on local Asian communities.

Equity Informed Restorative Justice

Gabriele Ross



Gabriele Ross brings with her more than three decades of experience working as a counselor and advocate with youth and families impacted by substance abuse, family violence, sexual assault, mental illness, homelessness, incarceration, being placed in foster care, and being undocumented. She's previously worked in women's shelters and public schools in Seattle and Vancouver, WA. For the past seven years, Gabi worked as a Restorative Justice Trainer for Resolutions Northwest in Portland, OR, where she trained educators and community members, self-governed villages of houseless people, and homeless youth service providers on restorative justice. Prior to coming to the Pacific Northwest,

Gabi received training and worked as a community organizer in Cleveland, OH. Gabi earned a Master's Degree in Conflict Resolution from Portland State University. Currently, she owns the training and consulting firm UpstreamLearning LLC. Gabi came to the US as a volunteer for Action Reconciliation/Services for Peace, a German organization founded by survivors of the Nazi regime, who educated her in ways more meaningful than any schooling ever. In her free time Gabi grows food, paddles, and pedals. She is an avid soccer fan and volunteered for the Women's World Cup twice as translator.

Wednesday, September 15 - Evening

Time: 6:30 – 7:30 p.m.

Session Synopsis

Restorative Justice is an opportunity to build and repair communities and to address conflict in ways that are informed by equity and do not focus on punishment and exclusion. Restorative practices can be valuable in enabling every community member to have a voice, strengthening organizations, and making it possible to address harm when it occurs. By approaching community problems restoratively, those issues don't just get pushed on to the next set of people or timeframe but are actually dealt with.

Session Takeaways

- Learn a basic introduction to the philosophy and practices of Restorative Justice.
- Explore practical ways to implement Restorative Justice in organizations.
- Understand the interconnectedness between Restorative Justice and equity.

A Case of Oregon State Diversity: Oregon Department of Human Services

Oregon Department of Human Services - Office of Equity and Multicultural Services



ODHS Director: **Fariborz Pakseresht**

OEMS Director: **Dion Jordan**

Community Engagement Manager: **Antonio Torres**

Diversity & Inclusion Manager: **Jason Mak**

Friday, September 17 - Morning

Time: 9:00 – 10:00 a.m.

Session Synopsis

As the largest state agency in Oregon, ODHS is the principal agency for helping Oregonians achieve wellbeing and independence through opportunities that protect, empower, respect choice, and preserve dignity—especially for those who are least able to help themselves. Providing direct services to over 1 million Oregonians each year, ODHS is a key safety net for those in our society who are most vulnerable or who are at a difficult place in their life.

To achieve their mission, ODHS has regional offices all across the state, each with their own Equity Councils, much like ODHS has regional offices all across the state, each which has their own Equity Councils, much like smaller agencies might have for their whole agency. In addition to the Equity Councils, ODHS has for years maintained a robust network of Employee Resource Groups (ERGs) which have helped employees connect and build a more supportive, respectful, and productive environment. This web of Equity Councils and ERGs are coordinated through the Office of Equity and Multicultural Services (OEMS), which helps ensure that their voices are heard by executive management.

This session will kick off a day of working together and examining DEI Committee structures, ERG structures, and Business Resource Group (BRG) structures that might be implemented in agencies statewide. ODHS and the OEMS serve as a flagship for what Oregon can achieve when we meet our employees where they are.

How to Create and Sustain a DEI Committee

Lillian A. Tsai



Born and raised in Malaysian Borneo, award winner Lillian A. Tsai is a consultant, facilitator, trainer, coach, and keynote speaker in cross-cultural fluency, intercultural communications, diversity, equity, inclusion, and belonging. Prior to starting TsaiComms LLC 18 years ago, she spent 25 years in global high-tech marketing and communications, which culminated in an expatriate assignment in Stuttgart, Germany. She was the keynote speaker at the 2020 Northwest Public Employees Diversity Conference and a returning presenter at said conference (2011, 2012, 2016, 2017), as well as a presenter at the State of Oregon's Diversity, Equity, & Inclusion Conference (2009 & 2018) and the PGE Diversity Summit/NW Equity Summit (2015, 2018 and 2021). Her diverse portfolio of for-profit and non-profit clients range from architecture, construction, education, energy, and government (city, state, county, federal), to finance, food, law, law enforcement, music, healthcare, sportswear, technology, and transportation. She is an avid gardener, hiker, active grandmother, and fitness enthusiast.

Friday, September 17 - Morning Time: 10:15 a.m. – 12:15 p.m.

Session Synopsis

The success of any diversity, equity and inclusion (DEI) committee depends not just on the passion and interests of a committed group of individuals but on many other factors, such as: buy-in of top leadership's sponsorship and support; a consistent, engaged, and committed membership; and a clear charter or purpose, to name a few. Failure to achieve even one of the afore-mentioned factors could stall the success of your DEI efforts. Join seasoned DEI consultant, facilitator, trainer, and coach, Lillian A. Tsai in this interactive workshop to learn tools on how to start creating and/or sustaining a DEI Committee that works!

Session Takeaways

- Understand the steps required to successfully jump start, engage and/or sustain a DEI Committee to move the work forward with accountability and transparency.
- Understand the barriers to success and how to dispel them.
- Build awareness about each participant's DEI Journey.

Agency Affinity Across Borders: Interstate Panel on Employee Resource Groups (ERGs) with Representatives from Oregon and Washington

State of Oregon and State of Washington Program Representatives



ODHS - Diversity & Inclusion Manager: **Jason Mak**

OHSU - ADA Coordinator: **Ian Jaquiss**

OHA – Health Equity Policy Analyst: **Emily Wang**

Washington Panelist:

State of Washington, Office of the Attorney General – Paralegal 2:
Renaë Smith

State of Washington, Office of Minority and Women’s Business Enterprises – Assistant Director of Workforce Development:
Marika Barto

Agency Affinity Across Borders: Interstate Panel on Employee Resource Groups (ERGs) with Representatives from Oregon and Washington

State of Oregon and State of Washington Program Representatives

Friday, September 17 - Morning

Time: 10:15 a.m. – 12:15 p.m.

Session Synopsis

An Employee Resource Group (ERG), sometimes called an Affinity Group, is identified as a group of employees who come together around common interests, issues, and background which exists to provide support, networking, and professional opportunities. Some common examples of Employee Resource Groups include people of color, Black/African-American, Latino/Latina/Latinx/Latine, Native-American, Pacific Islander, Asian, women, parents, elder care, bereavement, veterans, LGBTQ+ communities, people with disabilities, and more.

These ERG structures have been adopted far and wide across the business, nonprofit, and government sectors, including in our neighboring state of Washington.

In Oregon, there are currently three agencies with active ERGs:

- Oregon Department of Human Services
- Oregon Health Authority
- Oregon Health & Science University

In Washington, adoption of the ERG structures has been more widespread, and includes agencies in different fields and subject matter environments such as:

- Attorney General's Office
- Department of Natural Resources
- Office of Minority and Women's Business Enterprises

By bringing together this panel we hope to examine how these structures are working for people now, and explore how we may work to implement ERGs in agencies across Oregon!

Structures for Statewide Consultation and Community: Washington State Guest Panel on Business Resource Groups (BRGs)

State of Washington Business Resource Groups Representatives



Allison Spector – Diversity, Equity, and Inclusion Analyst for the Office of Financial Management’s Workforce Strategies Section

Ayanna Colman – Director of Equity, Diversity, and Inclusion for the Employment Security Department

Ellis Starrett – Rules and Policy Manager for the Department of Licensing

Justin Taylor – Multimedia Manager for the Department of Labor & Industries

Dr. Karen Johnson – Director of the Office of Equity

Marika Barto – Assistant Director of Workforce Development for the Office of Minority and Women’s Business Enterprises

Renaë Smith – Paralegal 2 for the Attorney General’s Office Environmental Protection Division

Robin Vazquez – Workplace Strategies Section Chief for the Office of Financial Management

Tajuraden Blackhorn – Enrollment Coordinator for the Department of Labor & Industries Retrospective Rating Program

Structures for Statewide Consultation and Community: Washington State Guest Panel on Business Resource Groups (BRGs)

State of Washington Business Resource Groups Representatives

Friday, September 17 - Afternoon

Time: 3:00 – 4:30 p.m.

Session Synopsis

Earlier in the day, we will discuss how Employee Resource Groups (ERGs) at the agency level in Oregon and Washington State provide support, networking, and professional opportunities to groups of employees who come together around common interests, issues, and background. Washington State expands upon the successes of the ERG system, and maintains a robust network Business Resource Groups (BRGs) that operate at the statewide level.

BRGs are cross-agency, employee-led groups with Executive Sponsors, formed to develop unique missions, visions, goals, charters, and bylaws. Alongside Washing State's Office of Financial Management's State HR (equivalent to Oregon's DAS) and the Office of Equity (equivalent to Oregon's Chief Cultural Change Officer), BRGs contribute recommendations and feedback to inform statewide business strategies with a focus on issues faced by traditionally marginalized communities.

Session Takeaways

- Understand the steps required to successfully jump start, engage and/or sustain a DEI Committee to move the work forward with accountability and transparency.
- Understand the barriers to success and how to dispel them.
- Build awareness about each participant's DEI Journey.

Pushing for Change

Jane Waite



Jane Warne Waite cares deeply about community-building; she has spent many years teaching, advocating, and acting for a socially just world, with an emphasis in Oregon's public education system. As a public employee and as a private consultant, Jane supports organizations across Oregon, and beyond, to effectively embed equity and inclusion into their practice and policy. Currently, Jane serves as the Senior Associate for Social Justice Learning & Engagement at Oregon State University and directs the Social Justice Education Initiative for OSU faculty and staff. Exploring the natural world and spending time with her family, often at the same time, feeds her soul.

Friday, September 17 - Evening

Time: 5:15 – 6:45 p.m.

Session Synopsis

This session is aimed at diversity, equity, and inclusion professionals, those who are specifically charged with leading or advancing diversity, inclusion and equity within their respective organizations. What does it take to be an effective change-agent in institutions and government agencies? Once you become part of leadership, how do you maintain and grow your stance amid serious pressure to conform to status quo? Join Jane Waite while she reflects on over 20 years of leading for change, shares her answers to these important questions, and provides a space for you to reflect on your own experience.

Session Takeaways

- Understand how the capacity for sustaining organizational change is directly impacted by the stance of individual professionals.
- Recognize what a stance acts like and what it does not.
- Explore one DEI professional's long view on leading for change in Oregon.

Session Tracks

When	The Cultures of Oregon	Community Engagement
Monday Morning	Conference Kickoff	Conference Kickoff
Monday Morning	Native American History & Culture of OR Tribes	Native American History & Culture of OR Tribes
Monday Afternoon	Murdered & Missing Indigenous Women, Girls, & Two-Spirit (MMIW/MMIWG2S)	Murdered & Missing Indigenous Women, Girls, & Two-Spirit (MMIW/MMIWG2S)
Monday Evening	History of mental health to present. Systems of Oppression and the psychiatric survivors' movement's fight for equality & self determination.	History of mental health to present. Systems of Oppression and the psychiatric survivors' movement's fight for equality & self determination.
Tuesday Morning	How Social Unrest is Impacting the Workplace	Community Engagement & Equity During the COVID Response
Tuesday Afternoon	History of Native Hawaiians in OR from pre-1800 to Present	History of Native Hawaiians in OR from pre-1800 to Present
Tuesday Evening	Rural LGBTQIA+ organizing in the Lower Columbia	Rural LGBTQIA+ organizing in the Lower Columbia
Tuesday Graveyard	Creating an Anti-Racist Organization	
Wednesday Early Shift		
Wednesday Morning	Engaging Across Difference	
Wednesday Afternoon	Black Loggers - History and Contributions to Oregon	Black Loggers - History and Contributions to Oregon
Wednesday Afternoon	Understanding the Role "Nice White Ladies" Play in Systemic Racism and How We Can Divest from Harmful Systems	Understanding the Role "Nice White Ladies" Play in Systemic Racism and How We Can Divest from Harmful Systems
Wednesday Evening	Chinese and Chinese-Americans in Oregon from 1865 to Current Day	Chinese and Chinese-Americans in Oregon from 1865 to Current Day
Yom Kippur Observance - No graveyard sessions on September 15 and no sessions on September 16		
Friday Morning	A Case of Oregon State Diversity: Oregon Department of Human Services	A Case of Oregon State Diversity: Oregon Department of Human Services
Friday Morning	How to Put Together and Sustain a DEI Committee	How to Put Together and Sustain a DEI Committee
Friday Afternoon	Agency Affinity Across Borders: Interstate Panel on Employee Resource Groups (ERGs) with Representatives from Oregon and Washington	Agency Affinity Across Borders: Interstate Panel on Employee Resource Groups (ERGs) with Representatives from Oregon and Washington
Friday Afternoon	Structures for Statewide Consultation and Community: Washington State Guest Panel on Business Resource Groups (BRGs)	Structures for Statewide Consultation and Community: Washington State Guest Panel on Business Resource Groups (BRGs)
Friday Evening	Pushing for Change: We often need permission to push the boundaries, what kind of permission and when does urgency overcome the need for permission?	Pushing for Change: We often need permission to push the boundaries, what kind of permission and when does urgency overcome the need for permission?

Session Tracks

When	Tools and Frameworks	Leadership
Monday Morning	Conference Kickoff	Conference Kickoff
Monday Morning	Data Equity, Data for Black Lives	Data Equity, Data for Black Lives
Monday Afternoon	Trauma is a Universal Experience, But Healing Begins With(In) YOU!	Trauma-Informed Services
Monday Evening		
Tuesday Morning	Community Engagement & Equity During the COVID Response	How Social Unrest is Impacting the Workplace
Tuesday Afternoon		
Tuesday Evening	Understanding Current Events through an Equity Lens (presentation in Spanish)	Understanding Current Events through an Equity Lens (presentation in Spanish)
Tuesday Graveyard	Creating an Anti-Racist Organization	Creating an Anti-Racist Organization
Wednesday Early Shift	Centering Racial Equity Throughout Data Integration	
Wednesday Morning	Engaging Across Difference	Engaging Across Difference
Wednesday Afternoon		
Wednesday Afternoon		Understanding the Role "Nice White Ladies" Play in Systemic Racism and How We Can Divest from Harmful Systems
Wednesday Evening	Equity Informed Restorative Justice in Organizations & Institutions	Equity Informed Restorative Justice in Organizations & Institutions
Yom Kippur Observance - No graveyard sessions on September 15 and no sessions on September 16		
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