



Past Themes

- 1994 - An Assembly of Multnomah County Cultural Diversity Committees
- 1995 - Institutionalizing Diversity in the '90s
- 1996 - Workforce Diversity Enhances RESULTS
- 1997 - Tools for Building Bridges to Our Future
- 1998 - RESPECT: The Heart of the Matter
- 1999 - Toward the New Millennium, Tools for Working Together
- 2000 - Unity Through Diversity
- 2001 - Telling Our Stories: Sharing Our Dreams
- 2002 - Action, Tools, Accountability
- 2003 - Standing Strong in Challenging Times: The Human and Financial Benefits of Diversity
- 2004 - Experiencing Diversity: Creating Community
- 2005 - Crossing Bridges, Overcoming Barriers, and Collecting Tools
- 2006 - Diversity: From Awareness to Accountability
- 2007 - Understanding Power, Privilege, and Perception: A Dialogue to Affect Change in the Workplace
- 2008 - Diversity: Creating Common Ground
- 2009 - The Economics of Diversity: Maintaining Gains Moving Forward
- 2010 - Dialogues on Diversity: Strengthening Community-Government Partnerships
- 2011 - A Healthy House for All of Us: A Foundation for Sustainable Diversity
- 2012 - Building a Culture of Inclusion and Multiculturalism
- 2013 - Yesterday, Today, and Tomorrow: Keeping the Commitment
- 2014 - Our Equitable Future: Equity+Diversity=Inclusion
- 2015 - Equity @ Work: Building Inclusion
- 2016 - Equity and Inclusion in Times of Change
- 2017 - Courageous Inclusion
- 2018 - Confronting Ourselves, Challenging Our Systems

Conference Schedule

7:30am - 1:00pm	Registration Open (Portland Ballroom Lobby)
8:00am - 8:05am	Welcome and Opening Announcements (Portland Ballroom)
8:20am - 8:25am	Morning Speaker
8:25am - 8:30am	Closing Remarks
8:45am - 10:15am	Workshop Period 1
8:45am - 11:45pm	Executive Sessions
10:30am - 12:00pm	Workshop Period 2
12:00pm - 1:40pm	Lunch with Award and Keynote Speaker (Portland Ballroom)
2:00pm - 4:00pm	Workshop Period 3



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Confronting Ourselves



Challenging Our Systems

Keynote Speaker

Rinku Sen



Rinku is the former President and Executive Director of Race Forward: The Center for Racial Justice Innovation, where she also served as the Publisher of the award-winning news site Colorlines.

Before Race Forward, Rinku served in leadership roles at the Center for Third World Organizing (CTWO), where she trained organizers of color and crafted public policy campaigns. Her first book *Stir it Up*, written on commission from the Ms. Foundation for Women, laid out a model of community organizing that integrates analysis and education on race, gender, class, poverty, sexuality, and other systems. Rinku's second book *The Accidental American: Immigration and Citizenship in the Age of Globalization* told the story of Moroccan immigrant Fekkak Mamdouh, who co-founded the Restaurant Opportunities Center of New York in the aftermath of September 11.

Rinku is on multiple boards, including the Moms Rising Action Fund, the Ms. Foundation for Women, State Voices, the Advancement Project, the Dream Corps, and Hedgebrook: Women Writing Change.



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Information

Twenty-five years ago Multnomah County held a one day educational conference about diversity and inclusion in the workplace. Its purpose was to address the needs of public employees and the communities they serve. Several years later the City of Portland joined Multnomah County for this annual event. More public employers have continued to join us in sponsoring and planning this annual diversity conference. In 2009, in acknowledgment and celebration of the conference's regional growth, the planning committee renamed the conference from City/County Diversity Conference to the Northwest Public Employees Diversity Conference.

The conference's collaboration presents a unique opportunity to cross diverse boundaries for a common purpose of promoting our diversity values of inclusiveness, respectful work environments, equal opportunity for all, and culturally responsive service.

The 25th Annual Northwest Public Employees Diversity Conference is proudly sponsored by:

Beaverton School District	City of Tigard	Multnomah County
Bonneville Power Administration	City of Tualatin	Oregon Health Authority
City of Beaverton	Clackamas County	Prosper Portland
City of Gresham	Clark County, Washington	TriMet
City of Hillsboro	Department of Environmental Quality	Tualatin Hills Park & Recreation District
City of Lake Oswego	Home Forward	Washington County
City of Portland	Metro	

A Note of Thanks for Their Contribution, Hospitality, and Service:



New NWPEDC logo:
Camden Hill, Associate Graphic Designer
and Leigh Radford, Senior Graphic Designer
from Clark County

OREGON

Oregon
Convention
Center



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Workshop Period 3

2:00pm - 4:00pm



Room D133/134

We Are Home: Local and Regional Strategies to Create Safe and Welcoming Communities
Raahi Reddy, Stephen Manning, and Andrea Miller
Metro, Innovation Law Lab, and CAUSA

Room D135

Advancing Workforce Equity by Centering Those Most Impacted
Benjamin Duncan, Raymond De Silva, Natasha Smith, Aimeera Flint, and Andrea Archuleta
Multnomah County

Room D136

Inclusive Communities: Bringing Self-Awareness, Intentionality, and Action to Interrupt and End Micro-Aggressions
Ann Su
Ann Su Consulting

Room D137

Challenges and Opportunities in Action
Alanna Hein
Hein Consulting Group

Room D138/139

Race, Racism, and the Re-Emergence of White Nationalism: Racial Implications for Education and Scholarship
Shanice Clarke
Portland State University

Room E141

Impacting Workplace Culture through Restorative Principles
Natalia Mathews and Theresa Logan
Resolutions Northwest

Room E142

The Ultimate “Clash of the Cultures” Unveiling Motivation for Change, “Don’t Tolerate Me, Leverage My Diverse Skills”
Nike Greene
Metro Portland5’ Centers for the Arts

Room E145/146

Disability 101: Implicit Bias and Microaggressions
Barbara J. Diamond and Marina Moro
Diamond Law Training

Executive Session

8:45am - 11:45am



Room E142/143

Using Racial Equity Impact Assessments to Drive Real Systemic Change
Rinku Sen
Keynote Speaker



Room E144

Disability Justice Beyond the ADA
Barbara J. Diamond and Marina Moro
Diamond Law Training



Room E147/148

Inclusive Leadership: Bringing Self-Awareness, Intentionality, and Action to Interrupt and End Micro-Aggressions
Ann Su
Ann Su Consulting



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Workshop Period 1

8:45am- 10:15am



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|---------------|---|
| Room D133/134 | Know Better, Do Better – Confronting and Understanding Our Own Biases
Tai Harden-Moore and Kimberly Harden
Harden Consulting Group |
| Room D135 | Culture and Context: Historic Inequities that Led to Racism and Disparities in the United States and How Agencies Can Make Change
Corey Falls, Julia Crown, and Robyn Stowers
City of Gresham |
| Room D136 | Race, Bias, and Erosion of Empathy: The Cause, Cure, and Cultivation of Empathy Quotient (EQ)
Greg Taylor
Community Connection Consulting |
| Room D137 | Employees of Color Sanctuary: Healing from the Trauma of Racism
Danette C. Gillespie-Otto, LCSW
Communion Counseling & Consulting, LLC |
| Room D138/139 | The Interpersonal Neurobiology of White Fragility
Marc F. Otto, MA, RSMT/E
Nourishing Relationship, LLC |
| Room E141 | What Gets Measured, Gets Improved: Findings from the Diversity Dashboard
Kirsten Wyatt
Engaging Local Government Leaders Network |
| Room E145/146 | What it Takes: The Journey to Becoming a More Equitable and Inclusive Organization
Hanif Fazal
Center for Equity and Inclusion |

Workshop Period 2

10:30am - 12:00 noon



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