31st Annual Conference
Minneapolis Convention Center

April 16 - 18, 2019
@WorkplaceForum
#WorkplaceForum2019

ForumWorkplaceInclusion.org

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Thank you for being a part of The Forum on Workplace Inclusion!

We convene each year to engage people, advance ideas and ignite change around the topics of diversity, equity and inclusion.

2020 will mark our 32nd annual conference. We look forward to continuing the conversation and expanding on the big ideas throughout the coming year.

ForumWorkplaceInclusion.org

AT THE UNIVERSITY OF ST. THOMAS, we believe in hard work, human dignity and the transformative power of purple. We stand up for faith, hope and the power of individuals, working together, to achieve uncommon feats. We build bridges, create solutions and power ideas that move the world forward. And every day, we commit ourselves to being agents of change: to thinking critically, acting wisely and working skillfully.
GENERAL INFORMATION | TABLE OF CONTENTS

GENERAL INFORMATION
2019 Sponsors ................................................................. 3
Schedule of Events .......................................................... 5
Map of Convention Center ............................................... 7
How Do I Learn? .............................................................. 8
Forum4Me ........................................................................ 9
Conference FAQs ............................................................ 10
CEU/CLE Information ..................................................... 11

ADDITIONAL PROGRAMMING
DEI Coaching Center and Ask-An-Expert ............................ 12
New Attendee Orientation ................................................ 12
Welcome Reception ......................................................... 13
Networking Reception ..................................................... 13
2019 Diversity Awards ..................................................... 14

SESSIONS
Day 2 Opening General Session ........................................ 16
Day 2 Lunch General Session ............................................ 16
Day 3 Morning General Session ....................................... 17
Day 3 Closing General Session ......................................... 17
Featured Workshop .......................................................... 19
3-hour Seminars .............................................................. 21-23
All-day Seminar .............................................................. 25
60-minute Workshops ...................................................... 27-29
90-minute Workshops ...................................................... 31-44

MARKETPLACE
The Forum Marketplace of Ideas ......................................... 46-47
A Peace of My Mind .......................................................... 46
“Check Your Blind Spots” Mobile Tour ............................. 46
Learning Labs ................................................................. 48
20-minute Spotlights ....................................................... 50-52
Marketplace Exhibitors ................................................... 54-60

Conference name badges are required at all events.

Download the Conference App

• Build your own schedule
• Full conference details
• Interactive experience

1. Open Apple App Store / Google Play Store
2. Search “CrowdCompass AttendeeHub” and download
3. Open the CrowdCompass AttendeeHub app
4. Search “Bridging the Gap”
5. Click on event and enter password forum2019

For additional support, visit Concierge Booth 200.
Embracing what makes us unique, creates more possibilities for all.

At U.S. Bank, we strive to build a culture of diversity and inclusion within our workplace, with the customers we serve and with our many suppliers. We believe that when we embrace our differences and celebrate our shared experiences, we take the first step toward a better and brighter future for everyone.

usbank.com/diversity

U.S. Bank is a proud sponsor of The Forum on Workplace Inclusion.
GENERAL INFORMATION | 2019 SPONSORS

Champion

Signature

Principal

Executive

Premier

Benefactor

Supporting

bluecrossmn.com

Blue Cross® and Blue Shield® of Minnesota and Blue Plus® are nonprofit independent licensees of the Blue Cross and Blue Shield Association.
# General Information | Schedule of Events

## Day 1
**Tuesday, April 16**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 am - 6:00 pm</td>
<td>Registration Open</td>
</tr>
<tr>
<td>9:00 am - 5:00 pm</td>
<td>Diversity, Equity &amp; Inclusion Coaching Center (p. 12)</td>
</tr>
<tr>
<td>10:00 am - 5:00 pm</td>
<td>All-day Seminar (p. 25)</td>
</tr>
<tr>
<td>12:30 pm - 1:30 pm</td>
<td>New Attendee Orientation (p. 12)</td>
</tr>
<tr>
<td>2:00 pm - 5:00 pm</td>
<td>3-hour Seminars (p. 21-23)</td>
</tr>
<tr>
<td>5:30 pm - 7:00 pm</td>
<td>Welcome Reception (p. 13)</td>
</tr>
</tbody>
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## Day 2
**Wednesday, April 17**

<table>
<thead>
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<tbody>
<tr>
<td>7:00 am - 6:00 pm</td>
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</tr>
<tr>
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<td>Breakfast in the Marketplace (p. 46-47)</td>
</tr>
<tr>
<td>8:00 am - 9:00 am</td>
<td>60-minute Workshops (p. 27-29)</td>
</tr>
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<td>Opening General Session (p. 16)</td>
</tr>
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<td>11:00 am - 12:30 pm</td>
<td>90-minute Workshops (p. 19, 31-44)</td>
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<td>12:45 pm - 1:30 pm</td>
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<td>Dessert Break, Marketplace and Book Signings (p. 46-47)</td>
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</tr>
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<td>5:30 pm - 6:30 pm</td>
<td>Networking Reception in the Marketplace and Book Signings (p. 13)</td>
</tr>
</tbody>
</table>

## Day 3
**Thursday, April 18**

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<tr>
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<tr>
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<td>2:30 pm - 3:00 pm</td>
<td>Farewell Dessert Reception in the Marketplace and Book Signings</td>
</tr>
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WE’RE DARK
WE’RE LIGHT
WE’RE REVERENT
WE’RE IRREVERENT
WE’RE THINKERS
WE’RE DOERS

WE’RE TRAVELERS

At Travelers, we know your uniqueness is our greatness. Only by attracting and retaining world-class talent from every type of background can we have the very best team in the industry. Diversity and inclusion aren’t just nice-to-haves. They’re key to our strategy to perform today and transform for tomorrow. So share your ideas and embrace your beliefs. All of you is welcome here.

Learn more at travelers.com/diversity
BRIDGING THE GAP

GENERAL INFORMATION | MAP OF CONVENTION CENTER

LEVEL TWO

ROOMS 201 - 202
ROOMS 200
ROOMS 200 - 208
ROOMS 209 - 211
ROOMS 212 - 213

LEVEL ONE

ROOM 101
ROOM 102
ROOM 103

MEZZANINE LEVEL

ROOM M100
ROOM M101
ROOMS 209 - 211
ROOMS 206 - 208
ROOMS 203 - 205
ROOMS 201
ROOM 200

HALL C

MEETING ROOM INFORMATION

FEATURES

Audio panels provide microphone and A/V input access, volume control, local record outputs and background music.

FULLY BABBLED WALLS ENSURE MINIMAL SOUND PENETRATIONS

87 COLUMN-FREE ROOMS HANDLE UP TO 100 LBS. PER SQ. FT.

LIGHTING

DIMMABLE INCANDESCENT AND FLUORESCENT LIGHTING UP TO 40 FOOT-CANDLES WITH EIGHT PRESET LIGHTING CONFIGURATIONS

HALL D

LIGHTING

LED LIGHTS
ZONED ON/OFF CONTROLS PERMIT TAILORED LIGHTING PATTERNS

FREIGHT ACCESS

15'-WIDE COVERED LOADING BAYS (36), PLUS EIGHT DRIVE-IN DOORS

TRUCK MARSHALLING AREA DIRECTLY BEHIND THE CONVENTION CENTER FEATURES 88,000 SQ. FT. OF FENCED AND LIGHTED SPACE

LEVEL THREE

SEASONS LOUNGE B (ALICE RAINVILLE ROOM)
LOUNGE A

HALL E

ROOM 200
ROOMS 203 - 205
ROOMS 209 - 211
ROOMS 202 - 208
ROOM 201

BANQUET AREA

BALLROOM A & B
HALL B

ROOM 200
ROOMS 201
ROOMS 203 - 205
ROOMS 200 - 208

UTILITIES

FLUSH MOUNTED FLOOR BOXES ON 30' CENTERS PROVIDE ELECTRICAL, CABLE TV AND TELEPHONE CONNECTIONS, MICROPHONE ACCESS TO PA SYSTEM

COLD WATER AND DRAINS ARE AVAILABLE IN EACH HALL

ELECTRICAL SERVICE FEATURES 120/208-VOLT, 100-AMP, SINGLE AND THREE PHASE CURRENT, WITH ADDITIONAL CURRENTS AVAILABLE

NATURAL GAS IS AVAILABLE AT SELECT POINTS

CATWALKS FEATURE CONVENIENT ACCESS TO COMPRESSED AIR, PLUS 480-VOLT, 100-AMP THREE PHASE CURRENT

LIGHTING

EXHIBIT HALL INFORMATION

LIGHTING

LED LIGHTS
ZONED ON/OFF CONTROLS PERMIT TAILORED LIGHTING PATTERNS

FOUR SPOTLIGHT PLATFORMS ARE AVAILABLE ON THE MID-LEVEL CATWALK

ELEVATED SEATING

PORTABLE, TELESCOPIC RISERS FEATURE ELEVATED SEATING FOR UP TO 2,000

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ROOM 102
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# GENERAL INFORMATION | HOW DO I LEARN?

## I Want to Discuss Specific Issues
- 3-hour Seminars
- All-day Seminar
- DEI Coaching Center
- Ask-An-Expert
- 60-minute Workshops
- 90-minute Workshops
- Learning Labs
- DEI Coaching Center
- Ask-An-Expert
- Visit with Marketplace Exhibitors
- 90-minute Workshops
- Learning Labs
- Visit with Marketplace Exhibitors

## I Prefer More Intimate Discussions
- DEI Coaching Center
- Ask-An-Expert
- Learning Labs
- DEI Coaching Center
- Ask-An-Expert
- Visit with Marketplace Exhibitors
- Learning Labs
- Art & Wellness
- Visit with Marketplace Exhibitors

## I Want a Variety of Topics with Lots of Information
- 3-hour Seminars
  - New Attendee Orientation
- General Sessions
  - 60-minute Workshops
  - 90-minute Workshops
  - Learning Labs
  - 20-minute Spotlight Sessions
  - Visit with Marketplace Exhibitors
- General Sessions
  - 90-minute Workshops
  - Learning Labs
  - 20-minute Spotlight Sessions
  - Visit with Marketplace Exhibitors

## I’m Here to Network
- New Attendee Orientation
- Welcome Reception
- Visit with Marketplace Exhibitors
- Refreshment Breaks
- Marketplace Lounges
- Evening Networking Reception
- Visit with Marketplace Exhibitors
- Refreshment Breaks
- Marketplace Lounges
- Farewell Reception

## TRACKS

**Critical Employment Practices**

**D&I Strategy**

**Leadership Development**

**Global Diversity**

**Government**

**Healthcare**

**Innovation & Transformation**

**Higher Education**

**Social Responsibility**

## LEVELS OF LEARNING*

**INTRODUCTORY**
Introduces basic building blocks and tactical applications.

**INTERMEDIATE**
Presents a more strategic application of the building blocks. Attendees should have experience with the challenges of a diverse workplace and the skills and tools needed to work within it.

**ADVANCED**
Offers discussions of strategic challenges, next practices and innovative applications of the building blocks. Attendees should have subject matter expertise in diversity, equity and inclusion. Prerequisites may be required.

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*Applicable to 3-hour Seminars, 90-minute Workshops and 60-minute Workshops.
## MY PERSONAL FORUM ITINERARY

### APRIL 16
- **10:00 am – 5:00 pm** | All-day Seminar
- **12:30 pm – 1:30 pm** | New Attendee Orientation
- **2:00 pm – 5:00 pm** | 3-hour Seminars
- **5:30 pm – 7:00 pm** | Welcome Reception

### APRIL 17
- **7:30 am – 9:00 am** | Breakfast in the Marketplace
- **8:00 am – 9:00 am** | 60-minute Workshops
- **9:15 am – 10:45 am** | Opening General Session
- **11:00 am – 12:30 pm** | 90-minute Workshops, 20-minute Spotlight Sessions (3)
- **12:45 pm – 1:30 pm** | Lunch General Session
- **1:30 pm – 2:15 pm** | Dessert Break, Marketplace and Book Signings
- **2:15 pm – 3:45 pm** | 90-minute Workshops, 20-minute Spotlight Sessions (3)
- **4:00 pm – 5:30 pm** | 90-minute Workshops, 20-minute Spotlight Sessions (3)
- **5:30 pm – 6:30 pm** | Networking Reception in the Marketplace and Book Signings

### APRIL 18
- **7:30 am – 9:00 am** | Breakfast in the Marketplace
- **8:00 am – 9:30 am** | 90-minute Workshops
- **9:30 am – 10:00 am** | Morning Break, Marketplace and Book Signings
- **10:00 am – 11:15 am** | Morning General Session
- **11:30 am – 1:00 pm** | 90-minute Workshops, 20-minute Spotlight Sessions (3)
- **1:15 pm – 2:30 pm** | Closing General Session
- **2:30 pm – 3:00 pm** | Farewell Dessert Reception in the Marketplace and Book Signings

### MY COMPLIMENTARY DEI COACHING SESSION

(pre-registration required; date/time): 

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### FORUM MARKETPLACE OF IDEAS: FEATURES I DO NOT WANT TO MISS!
- Ask-An-Expert
- Book Store/Book Signings
- CEO Action Pledge Mobile Tour
- Exhibit Booths
- Learning Labs
- A Peace of My Mind
- Spotlight Sessions
- Wellness Center
ASSISTANCE
For general conference assistance and help in determining which sessions to attend, please visit the Concierge Booth 200 located in The Forum Marketplace.

ATM
ATMs are located in the first floor lobbies across from the UPS Store and outside Rooms 102A, 102D and 103F.

BREAKS
Complimentary beverages and snacks are available each day in The Forum Marketplace in Exhibit Hall B.

CELL PHONES
Out of respect for other participants and presenters, please turn your phones and other devices to silent or vibrate at the beginning of each session.

COAT CHECK
Coat check is located in Lobby B. The Forum is not responsible for lost or stolen items.

CONTINUING EDUCATION UNIT (CEU)
If you signed up in advance for CEU/CLEs, you will receive your certificate(s) via email address on file.

FEEDBACK
We welcome your ideas! Please visit the Concierge Booth 200 located in The Forum Marketplace to share ideas while they are fresh in your mind.

HANDOUTS
Visit the Concierge Booth 200 to print handouts on site or view them on your Internet-enabled device.

LOST & FOUND
Please visit the Visitor Information Center in the Main Lobby or contact Minneapolis Convention Center Security directly by dialing x2013 from the MCC house phones.

MOTHER’S ROOM
Please go to Registration to obtain an access code for the Mother’s Room. The rooms are located on the second floor of the Convention Center, just to the left of the escalator, rooms 5309 and 1989.

PHOTO / VIDEO USE WAIVER
If you are captured on film, you give conference staff permission to use your image. All images become the property of The Forum on Workplace Inclusion.

MINDFULNESS SPACE
The Technology Free Zone, Prayer, Meditation and Relaxation Room is located in room M101C on the mezzanine level.

RECEPTION EVENTS
Beverage service accepts cash and credit for all reception events.

SESSION DESCRIPTIONS
Visit ForumWorkplaceInclusion.org or download the CrowdCompass AttendeeHub conference app for full session descriptions.

SOCIAL MEDIA
Connect with us on Facebook, LinkedIn, Twitter @WorkplaceForum, #WorkplaceForum2019.

UPS OFFICE
UPS service is located on the first floor of the Convention Center and is available to meet your photocopy, printing and shipping needs.
# GENERAL INFORMATION | CEU/CLE INFORMATION

<table>
<thead>
<tr>
<th>DAY 1</th>
<th>DAY 2</th>
<th>DAY 3</th>
<th>ADDITIONAL INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEMINARS</td>
<td>SESSIONS</td>
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## SOCIETY OF HUMAN RESOURCE MANAGEMENT PREFERRED PROVIDER

| 6 hours | 6.75 hours | 4.75 hours | The Forum on Workplace Inclusion is an approved SHRM Provider for 2019. |

## HR CERTIFICATION INSTITUTE*

| 6 hours | 6.75 hours | 4.75 hours | This activity, ID No. 383580, has been approved for Recertification Credit Hours Awarded: 12 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHR™, SPHR™ recertification through HR Certification Institute’s® (HRCI®). Please make note of the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org. |

Go into the Recertification Application, Find Professional Development: Continuing Education (Instructor Led) heading. Click on the Add Activity button, to the right. This will open a window. Select activity type. A new form will open to complete. Click Next and follow the prompts to attest and submit the activity. It will be reflected in the number of hours submitted at the top of the page.

## MINNESOTA BOARD OF SCHOOL ADMINISTRATORS

| 6 hours | 6.75 hours | 4.75 hours |

## MINNESOTA BOARD OF NURSING

| 6 hours | 6.75 hours | 4.75 hours | Continuing education units for the Minnesota Board of Nursing will be awarded for the conference. This activity has been designed to meet the Minnesota Board of Nursing continuing education requirements. However, the nurse is responsible for determining whether this activity meets the requirements for acceptable continuing education. |

## UNIVERSITY OF ST. THOMAS

| 6 hours | 6.75 hours | 4.75 hours |

## CONTINUING LEGAL EDUCATION (CLE)

<table>
<thead>
<tr>
<th>DAY 1</th>
<th>ADDITIONAL INFORMATION</th>
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<tbody>
<tr>
<td>SEMINARS</td>
<td></td>
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## MINNESOTA STATE BOARD OF CONTINUING LEGAL EDUCATION

| 3 hours | Event Code: 270632. CLE credits pending. |

*Subject to change.
DIVERSITY, EQUITY & INCLUSION

COACHING CENTER

**DAY 1**
TUESDAY, APRIL 16
9:00 am - 5:00 pm

**DAY 2**
WEDNESDAY, APRIL 17
8:00 am - 5:30 pm

Location: Rooms 200-209 (second floor)

Increase your conference ROI with outcome-focused assistance you can apply when returning to your workplace.

**COACHING**
(Registration / Appointment Required)

- One-hour, one-to-one confidential sessions
- Tailored to your DEI and role management needs

**ASK-AN-EXPERT**
NEW (No Appointment Necessary)

- A 15-minute consultation designed to provide practical guidance and next step solutions
- Topic areas include: Managing your DEI Role, Strategy & Execution, Employee Resource Groups, Cultural Dexterity and Measuring your DEI Success.

**FACULTY:** Chief Diversity Officers, DEI/HR leaders, conference presenters, multicultural talent acquisition and management experts and executive coaches

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**NEW ATTENDEE ORIENTATION**

**DAY 1**
TUESDAY, APRIL 16
12:30 pm - 1:30 pm

Location: 101 HIJ

Attending The Forum for the first time can be daunting.

With so many people to meet, places to learn and choices to make, having a good sense of orientation can be grounding and incredibly valuable as you navigate the conference. You will come away feeling connected to the community, with informed knowledge of what, when and where to be to get the most of your three-day conference experience.
WELCOME RECEPTION

TUESDAY, APRIL 16
5:30 pm

Sponsored by US Bank

Location: The Seasons Atrium, Level Two, Minneapolis Convention Center

Festive kick-off to The Forum!

The Welcome Reception, held in the Seasons Atrium at the Minneapolis Convention Center on Day 1 of the conference, provides an inviting opportunity for 2019 presenters, attendees, sponsors, volunteers, and friends to connect as community. This festive kick-off invites informal social networking with local and global attendees to spark energy that will power your three-day Forum experience. Music provided by local jazz group Jeff Perry Trio. Hors d’oeuvres will be served and a cash bar will be available for drinks.

NETWORKING RECEPTION

WEDNESDAY, APRIL 17
5:30 pm – 6:30 pm

Location: The Marketplace of Ideas, Exhibit Hall B

The Forum Networking Reception provides stimulating space for one of the key aspects of our professional work—building bridges through conversation.

Join peers and forge new connections while you enjoy snacks and beverages from the bar (cash and credit accepted).

Don’t forget to visit exhibitor booths throughout the day to receive raffle tickets! Turn them in when you arrive for the reception and you may just win one of our sponsored giveaway items!

WELCOME RECEPTION

TUESDAY, APRIL 16
5:30 pm

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The Diversity Awards program began in 2008 to recognize individuals or organizations that show exemplary insight and fortitude toward workplace diversity issues. Nominations are submitted for individuals, organizations or a group within an organization such as an Employee Resource Group, Diversity Council or Business Resource.

**BRIDGING THE GAP**

**POWER THE FUTURE AWARD**

The Power the Future Award goes to an individual who:

- Effectively leads from their current position by consistently demonstrating innovative, future forward, visionary thinking
- Rally, engages and inspires others around imagining and investing in future state possibilities
- Leads by example demonstrating a commitment to bold exploration, risk taking, and learning from both failure and success
- Seeks new challenges and challenges others to continually work toward making a difference in the work/life experiences of present and future generations

**WINDS OF CHANGE AWARD**

The Winds of Change Award goes to an individual, organization or group that:

- Has demonstrated sustained support for advancing diversity and inclusion in the workplace
- Has raised awareness of workplace diversity and inclusion issues
- Has been a catalyst for change regarding workplace diversity and inclusion and/or has impacted change within an industry, organization or local community

**FRIEND OF THE FORUM**

Nominated and awarded by The Forum’s Program Committee, The Friend of The Forum Award goes to an individual who:

- Has demonstrated sustained support of The Forum
- Has made significant contributions to The Forum in time, talent, leadership, content, vision or financial support
- Has increased visibility or helped expand The Forum within the local community, or throughout the world
- Has expanded the focus of The Forum as a nationally recognized premier diversity conference

**AWARDS PRESENTATION CEREMONY**

**DAY 3 THURSDAY, APRIL 18** during the Closing General Session

Awards will be presented by Craig E. Samitt, MD, MBA, President and CEO of Blue Cross Blue Shield of Minnesota.

**AWARD CATEGORIES**

**POWER THE FUTURE AWARD**

- In India, where improving women’s workforce participation is challenging, Saundarya’s work has impacted the careers of thousands of Indian women and girls, and millions of women and their families by influencing policies for career enablement and flexible workplaces.

**Marnita’s Table**

**WINDS OF CHANGE AWARD, ORGANIZATION**

Marnita’s Table is recognized for its model of Intentional Social Interaction (IZI), bringing people together for meaningful conversation across race, class, culture and other self-identities to find common ground. Nearly 50,000 people have attended an IZI, with tangible outcomes.

**Betsy Lofgren**

**FRIEND OF THE FORUM**

Dedicated to the values of DEI, Betsy has devotedly volunteered for The Forum annual conference for over a decade. In fact, she’s served nearly all of those years in a leadership position as a member of The Forum’s logistics committee.

**Brian Richardson, Jr., MS.Ed**

**POWER THE FUTURE**

Brian truly makes his mark through his work developing programs for underrepresented populations and improving satisfaction, retention, and graduation rates of underserved students. His leadership continues bringing positive change by the success of the students and communities he has served.

**Dr. Saundarya Rajesh**

**AVTAR Group**

**WINDS OF CHANGE AWARD, INDIVIDUAL**

In India, where improving women’s workforce participation is challenging, Saundarya’s work has impacted the careers of thousands of Indian women and girls, and millions of women and their families by influencing policies for career enablement and flexible workplaces.

**Betsy Lofgren**

The University of St. Thomas

**FRIEND OF THE FORUM**

**ADDITIONAL PROGRAMMING | 2019 DIVERSITY AWARDS**

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**AWARDS PRESENTATION CEREMONY**

**DAY 3 THURSDAY, APRIL 18** during the Closing General Session

Awards will be presented by Craig E. Samitt, MD, MBA, President and CEO of Blue Cross Blue Shield of Minnesota.

**AWARD CATEGORIES**

**POWER THE FUTURE AWARD**

The Power the Future Award goes to an individual who:

- Effectively leads from their current position by consistently demonstrating innovative, future forward, visionary thinking
- Rally, engages and inspires others around imagining and investing in future state possibilities
- Leads by example demonstrating a commitment to bold exploration, risk taking, and learning from both failure and success
- Seeks new challenges and challenges others to continually work toward making a difference in the work/life experiences of present and future generations

**WINDS OF CHANGE AWARD**

The Winds of Change Award goes to an individual, organization or group that:

- Has demonstrated sustained support for advancing diversity and inclusion in the workplace
- Has raised awareness of workplace diversity and inclusion issues
- Has been a catalyst for change regarding workplace diversity and inclusion and/or has impacted change within an industry, organization or local community

**FRIEND OF THE FORUM**

Nominated and awarded by The Forum’s Program Committee, The Friend of The Forum Award goes to an individual who:

- Has demonstrated sustained support of The Forum
- Has made significant contributions to The Forum in time, talent, leadership, content, vision or financial support
- Has increased visibility or helped expand The Forum within the local community, or throughout the world
- Has expanded the focus of The Forum as a nationally recognized premier diversity conference
Our Commitment to Live Inclusively®

I commit to be intentional in living inclusively.

I commit to spending more time getting to know myself and understanding my culture. It is in understanding myself, that I am better positioned to understand others.

I will acknowledge that I don’t know what I don’t know, but I will not use what is unconscious as an excuse.

I will be intentional in exposing myself to difference. If I don’t know, I will ask. If I am asked, I will assume positive intent. Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.

I commit to speaking up and speaking out, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

I will strive to accept, and not just tolerate; respect, even if I don’t agree; and be curious, not judgmental.

I commit to pausing and listening. I will be empathetic to the experiences and perspectives of my “others”. I will use my privilege positively, and get comfortable with my own discomfort.

I commit to knowing, getting, and doing better than I did yesterday—keeping in mind my commitment to live inclusively is a journey, not a destination.

Will you join us?

www.wintersgroup.com | www.liveinclusively.org

Written by: Brittany J. Harris | ©The Winters Group, Inc.
OPENING GENERAL SESSION
Inclusion & Diversity: Rooted in The Mission. Embedded in The Culture. Fulfilled Through Employees
(Presentation followed by panel discussion)

Medtronic’s history of inclusion and diversity begins with a Tenet of its Mission, which calls on the company to recognize the personal worth of all employees. By creating a culture that values all dimensions of diversity, Medtronic fosters a more innovative culture, and innovation moves the company forward.

LUNCH GENERAL SESSION
Signals from the Edge: Diversity at the Speed of Culture

Actualizing workplace inclusion is more challenging than ever. Technology can both accelerate the skills of inclusive leaders everywhere, as well as magnify failures and amplify harmful biases. Join a fast-paced, real-time journey through some of the latest data, research, and emerging practices about bridging the gaps between tech and belonging.

Full descriptions can be found on the Forum App or Forum Website.
MORNING GENERAL SESSION
Meeting the Enemy...and Others We Don’t Agree With

Warning: This session includes video excerpts containing explicit language and sensitive content. Attendee discretion is advised.

In August 2017, white supremacists in Charlottesville, Va., clashed with those opposed to them bringing disruption and death to this quiet town. But who are these people, the white supremacists? Hear from a documentary filmmaker, a former white supremacist, and the son of a victim of a white supremacist attack.

Featured Speaker
Deeyah Khan
Founder and CEO
Fuuse Films

Moderator
Roshini Rajkumar
Talk Show Host and Executive Coach
Own Your WOW!™

Guest Speaker
Arno Michaelis
Serve 2 Unite

CLOSING GENERAL SESSION

Bridge the gap between empowerment and power. John Hope Bryant will frame today’s civil struggles for financial inclusion through the lens of Silver Rights. Sharing his doctrines on poverty and wealth, he will discuss the impact of culture, privilege and power on financial empowerment programs for the poor.

Keynote Speaker
John Hope Bryant
Founder, Chairman, and CEO
Operation HOPE, Inc.

The Power in Standing For

Learn the science and emotional intelligence research that supports the subtle but powerful shift from “standing against” to “standing for” as a way to move the needle forward in engaging with ourselves, our organizations, and our communities in bold, inclusive ways. Start feeling resilient and energized rather than overloaded and exhausted.

Guest Speaker
Brittany Harris
Vice President, Innovation & Learning
The Winters Group, Inc.
Diversity and Inclusion makes us stronger.

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LET’S BRIDGE THE GAP. TOGETHER!

The socio-political environments in which we live and work around the world are testing our personal values and beliefs. Separate realities and opposing viewpoints often collide making it difficult to identify or address the systemic and polarizing gaps perpetuating obstacles to inclusion. Many leaders feel caught in the paradox of drawing out diverse thinking while fostering collaborative effective problem solving around issues such as race, ethnicity, religion, politics, intelligence and gender equity gaps, to name a few. Let’s change that—together.

The 2019 31st Annual Conference invites fresh perspectives and new shifts in thinking, which examine trending challenges and advancements toward diversity, equity, and inclusion across industries.

**Bold Conversation:**

**Where Do We Draw the Line? Navigating the Boundaries of Inclusion**

**Date & Time:** April 17, 11:00am - 12:30pm & 2:15pm - 3:45pm

**Room #:** 101 HIJ

**Level:** Intermediate

**Presenters:**


With today’s increasing tensions around issues like #MeToo, race relations, and transgender rights, and the increasing political polarization we’re experiencing around the globe, boundaries are being tested, crossed, and redrawn. Learn to clearly understand the motivations for diversity and inclusion initiatives—both moral and business—and leverage new tools and strategies for engaging in polarizing dialogue around values-laden conflicts.
At the heart of Aon’s work is a mission to empower economic and human possibility. The “why” of what we do matters. It matters to our clients. It matters to our colleagues. It matters to the communities we operate in. And it matters to the organizations we support.

We are proud to sponsor The Forum on Workplace Inclusion and support their mission in engaging people in valuable connections, advancing ideas for deeper understanding, and expanding knowledge and igniting change through critical insights.

Visit aon.com/empowerresults to discover how we’re making a social impact in communities worldwide.
The Forum on Workplace Inclusion’s Annual Conference hosts deep-dive sessions on APRIL 16 from 2:00 to 5:00 pm. Levels vary from introductory through advanced on a variety of topics.

**SEM – A:** Bodies, Gender, Sexuality and the Workplace

Date & Time: APRIL 16, 2:00 pm - 5:00 pm  
Room #: M 100 CD  
Level: Intermediate  
Track: Critical Employment Practices  
Presenters: Alfonso Wenker, Team Dynamics | Trina Olson, Team Dynamics

The public dialogue about sexual harassment, sexual assault and gender-based power dynamics in the workplace has many of us talking about what we can and should do. The presenters for this seminar, are a cross-race, cross-gender, queer training team. Through their perspectives, they’ve developed an intersectionality-grounded training that doesn’t run from sexuality but creates opportunities to address the myriad ways that gender, sexuality, power and privilege dynamics are playing out in real life at work every day.

**SEM – B:** Building Blocks for Creating a Respectful Workplace

Date & Time: APRIL 16, 2:00 pm - 5:00 pm  
Room #: M 100 E  
Level: Introductory  
Track: D&I Strategy  
Presenter: Kendra Dodd, MRA

Where do you begin? We all have to start somewhere to create positive change in our workplaces. This session will help you understand the key founding principles and core behavior building blocks, and guide you to set the standard for cultivating a more aware, engaged, and inclusive culture in your workplace. Methods for navigating differences with mutual respect will be explored and you’ll receive clear, actionable steps that you can take to help create the more respectful and inclusive culture you desire.

**SEM – C:** Communicating Inclusion: Using Human-centered Design to Get Everyone On Board with Your D&I Initiative

Date & Time: APRIL 16, 2:00 pm - 5:00 pm  
Room #: 101 HIJ  
Level: Intermediate  
Track: D&I Strategy  
Presenter: Minal Bopaiah, Brevity & Wit

Curious about how you can use social media to engage your employees in your diversity and inclusion strategy? Discover how human-centered communications can transform your culture to be more inclusive. You’ll be introduced to the principles of change communications, human-centered design, and cultural competence in communications, all of which are necessary when trying to garner buy-in for organizational culture change. Learn how to bridge the gap between technology and human experience using communications channels.

**SEM – D:** D&I Benchmarks: The How-to’s of Good Work--a Map for Strategy and Implementation

Date & Time: APRIL 16, 2:00 pm - 5:00 pm  
Room #: 101 FG  
Level: Intermediate  
Track: D&I Strategy  
Presenters: Lynda White, McLeod White and Associates | Naseem Yasin, Diverse & Inclusive Solutions | Nene Molefi, Mandate Molefi | Siddiq Patel, Independent Consultant

We attend conferences to glean what to do more of or differently when we return back to our workplaces. People strive to understand and implement best practice work in their organizations. In this session, senior leaders—thought leaders in the field of diversity, equity and inclusion—will share their knowledge and experience with multiple organizations’ best practices and implementation on two different continents. They’ll help you plan strategy and guide execution of actions that will support your D&I goals.
Bridge the gap in diversity recruiting. Rethink and retool your approach to sourcing, advancing and retaining talent. This seminar will focus on inclusive diversity recruiting and the competencies required to expand your diversity recruiting, and provide insights on how the current population changes influence your recruiting strategies. Learn and share innovative best practices from the Diversity MBA 2017 Diversity Recruiting Bootcamp tour and original data gathered from the annual Inclusive Leadership (IL) index.

Now More Than Ever: Why Leadership on Diversity and Inclusion Requires Emotional Intelligence

This seminar will introduce an innovative and transformative model for improving the way leaders sustain equity and inclusion efforts across their organizations and/or communities. Attendees will have the opportunity to actively engage with the material through self-reflection, captioned videos, small group work, and action-planning. We will walk through an organizational assessment, giving attendees the chance to reflect on their current efforts. Learn how emotional intelligence affects sustainable D&I efforts.

Redefining Masculinity in Leadership

The groundbreaking anti-sexual assault and women's empowerment movement, Me Too, increased awareness of how unhealthy forms of masculinity—often associated with traditional forms of leadership—perpetuate inequities in the workplace. In the wake of this movement, men increasingly feel alienated, fearful, and confused about how to show up as leaders. This session is designed to create a brave and safe space to explore the complicated and sensitive issues related to masculinity without fear of being judged.

Taking the “Dys” out of Dysfunction: The TRUST Model for Teams and Organizations

If you’ve ever worked for a toxic organization or were part of a dysfunctional team you may be feeling a sense of dread even reading these words. In this seminar, we’ll introduce our TRUST Model and engage participants in a variety of interactive activities that focus on building skills for inclusion and integration as a way to maximize trust while minimizing fear. Studies show that trust and fear don’t coexist very well in relationships, in a family or in a corporate office. Saturation of either one diminishes the other.
**SEM – I:**
The Radical Hospitality Toolkit (How to Be an Ally): Bridging Social Capital in the Workplace  
**APRIL 16**, 2:00 pm – 5:00 pm  
**M 100 I**  
**Level:** Intermediate  
**Track:** Innovation & Transformation  
**Presenters:** Elexis Trinity Williams, Marnita’s Table, Inc. | Marnita Schroedl, Marnita’s Table, Inc. | Sammie Ardito Rivera, Marnita’s Table, Inc.

Join the Marnita’s Table team over a tasty meal for a deep-dive conversation and practice session offering actionable tools and techniques to help you “move the dial” on social equity issues by building a culture of radical hospitality, even where personal and political starting points are different. Explore emergent strategies for moving beyond “diversity and inclusion,” toward an office culture where difference is authentically embraced and where diversity functions as an asset rather than an obstacle to be overcome.

**SEM – J:**
Disrupting Structural Barriers Impeding Advancement of Lawyers of Color  
**APRIL 16**, 2:00 pm – 5:00 pm  
**M 100 FG**  
**Level:** Intermediate  
**Track:** Legal*  
**Presenters:** Ann Jenrette-Thomas, Stinson Leonard Street | Athena Hollins, Minnesota State Bar Association | Bryan Browning, Bassford Remele | Natalie Runyon, Thomson Reuters | Traci Bransford, Stinson Leonard Street

There are many discussions in the legal profession concerning the biases that harm lawyers of color and other diverse lawyers. Most of these discussions center around what people can do at the individual level to combat their own biases and those of others. While we applaud those discussions on individual responsibility, this workshop will focus on institutional and structural barriers for lawyers of color. By addressing institutional and structural barriers, we can create systemic change within the legal profession.

**SEM – K:**
The Toxicity of Patient Bias: Fostering Inclusion When Patients Don’t Share Our Values  
**APRIL 16**, 2:00 pm – 5:00 pm  
**208 B**  
**Level:** Intermediate  
**Track:** Healthcare  
**Presenters:** Dr. Andrew Lee, WellStar Health System | Dr. Stacie Walton | Erin Van Heirseelee, Fairview | Shamayne Braman, HealthPartners | Tobi Tanzer, HealthPartners

One surprising—and uncomfortable—issue that healthcare employees experience is interacting with patients and members who refuse care, based on an employee’s perceived race, language, ethnicity, LGBTQ status, gender, age, country of origin or religion. In this session, participants will hear from health systems across the country sharing insights about their journey to design a strategy and empower colleagues to effectively bridge the gap between patient-biased views and organizational values of inclusion.

*This seminar is eligible for Continuing Legal Education (CLE) credits. See page 11 for credit information.*
Everyone benefits from diversity and inclusion. By promoting a culture of support and collaboration, the best and most innovative ideas fuel our business.

A place to work, grow, and be your true self. We hire people with different identities and backgrounds, and encourage everyone to bring their authentic self to work.

When every voice is heard, we are all better for it. We come from different perspectives, but share the belief that diversity and inclusion make us stronger together.

Prudential is proud to sponsor The Forum on Workplace Inclusion.

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The Forum on Workplace Inclusion’s Annual Conference hosts a special all-day seminar on APRIL 16 from 10:00 am to 5:00 pm. This all-day seminar is broken into two parts. Participants registered for this all-day seminar will be registered for both part one and part two. Lunch will be provided.

**SEM - L:**

**Working Through Whiteness**

**Part 1: Fostering Self-understanding as a Requisite to Action**

**Part 2: Activating White Solidarity and Accountability for Racial Justice**

Date & Time: **APRIL 16**, 10:00 am - 5:00 pm

Room #: **101 DE**

Level: Intermediate

Track: Social Responsibility


**Part 2:** Chevara Orrin, Collective Concepts; PRISM International | Hope McMath, Yellow House

**Part 1:** White fragility, a term coined by Robin DiAngelo, is the idea that because white people are “socialized into a deeply internalized sense of superiority that we are either unaware of or can never admit to ourselves, we become highly fragile in conversations about race.” This session will provide leaders with an opportunity to get curious about the ways people “wear whiteness”—in service of centering the needs of the most marginalized—and how this impacts the way we navigate the world around us and the work we do.

**Part 2:** NOW is the time for white people to challenge themselves to be more RACE-COURAGEOUS, engaging in intentional, effective, accountable solidarity with communities of color to dismantle structural and institutional racism. Join us in gaining an understanding that being “woke” is not a destination, but self-actualization that exists on a continuum. Learn about the parallel history of “woke” white folks doing the work in the 1960s and those on today’s front lines, more visibly displayed through modern technology.

Full descriptions can be found on the Forum App or Forum Website.
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### Workshop S1 – A: Growing from Discomfort: Tools to Practice and Broach Difficult Conversations

**Date & Time:** APRIL 17, 8:00 am - 9:00 am  
**Room #:** 102 ABC  
**Level:** Introductory  
**Track:** Critical Employment Practices  
**Presenter:** Ann Kowal Smith, Books@Work

Breaking out of our individual mind-sets and worldviews requires us to grapple with points of view that challenge us to re-examine our assumptions. Although at times uncomfortable, this process is essential. Grounded in organizational science and principles of adult learning, we will explore innovative, provocative approaches that enable colleagues to embrace and practice difficult discussions in a safe, low-risk environment. The work of inclusion hinges on the ability to grow from moments of discomfort.

### Workshop S1 – B: Bridging Generations—Developing a Cross-generational Skill Set

**Date & Time:** APRIL 17, 8:00 am - 9:00 am  
**Room #:** 101 FG  
**Level:** Introductory  
**Track:** Critical Employment Practices  
**Presenter:** Jonamay Lambert, Spectra Diversity LLC

Through practical, real-world applications and exercises, participants will identify and explore the characteristics and needs of each generation in the workplace and learn how to leverage a multigenerational workforce’s differences toward a common business outcome. Determine strategies to engage each generation, turn potential sources of conflict into growth opportunities, and create a high-performing organization.

### Workshop S1 – C: A Day in MY Deaf World: How the Hearing Can Impact Equity and Inclusion in the ASL Community

**Date & Time:** APRIL 17, 8:00 am - 9:00 am  
**Room #:** M 100 J  
**Level:** Introductory  
**Track:** Critical Employment Practices  
**Presenter:** Terryann Nash, NashInspired

This interactive session will focus on equity and inclusion from an American Sign Language (ASL) perspective. There is a community of four million citizens in America who are classified as deaf or hard-of-hearing and that number is growing daily as we encounter various noise assaults that can affect how we hear. The session will allow participants the opportunity to engage in the steps toward a paradigm shift into the ASL world and realize the benefits of professionally engaging this community.

### Workshop S1 – D: Stop Making It Weird: Why I’m Not Clapping—Exploring True Inclusion for People with Disabilities

**Date & Time:** APRIL 17, 8:00 am - 9:00 am  
**Room #:** M 100 I  
**Level:** Introductory  
**Track:** Critical Employment Practices  
**Presenters:** Cassy Beckman, APSE | Jolene Thibedeau Boyd, Independent Consultant

When we give “special” treatment to individuals because they have a disability, for example, applauding or giving “high fives” to individuals who have disabilities when they accomplish an otherwise typical task, we create situations that are unnatural and bizarre—in a word, weird. Attendees will explore their attitudes and behaviors and have opportunities to share their personal experiences of people being treated differently. Content from our discussion will be compiled and shared in #stopmakingitweird online forums.

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**60-minute workshops** offer fresh, fast-paced, energized and informative thinking about real people, real work and real-time initiatives. **60-minute workshops are held on APRIL 17 from 8:00 am - 9:00 am.**

**Thank you to our session track sponsors:** Mortenson, HealthPartners, Great River Energy, Driver Foundation.

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**Full descriptions can be found on the Forum App or Forum Website.**
BRIDGING THE GAP

SESSIONS | 60-MINUTE WORKSHOPS

Date & Time: APRIL 17, 8:00 am – 9:00 am
Room #: M 100 FGH
Level: Intermediate
Track: Critical Employment Practices
Presenter: Zaylore Stout, Zaylore Stout & Associates, LLC

It’s important to note that biases, either conscious or unconscious/implicit, aren’t limited to ethnicity and race. An individual’s gender, age, gender identity, physical abilities, gender expression, weight, religion, sexual orientation, etc., are also subject to bias. This session will challenge your sense of bias as it relates to the LGBTQIA+ community. Even the most liberal and open-minded person will be challenged. Learn to get it right so roughly 16 million adults and their family and friends don’t turn against you!

Workshop S1 – F: Pipeline Perceptions and Realities: A Deeper Look at Barriers to D&I in Tech and Its Impact on Society
Date & Time: APRIL 17, 8:00 am – 9:00 am
Room #: M 100 AB
Level: Introductory
Track: D&I Strategy
Presenter: Cynthia Overton, Kapor Center

Explore demographic trends in the technology industry and barriers that contribute to tech’s lack of diversity—going beyond “pipeline problem” rhetoric to address issues such as exposure to the tech industry, hiring and workplace practices, geographic location, internal struggles, and other issues that serve as barriers to underrepresented populations succeeding in tech. Discuss the adverse impact on innovation, including technology that reflects racial bias, gender inequality, and barriers for people with disabilities.

Workshop S1 – G: Multicultural Empowerment: Updating Our Efforts to Keep Up with the Next Generation
Date & Time: APRIL 17, 8:00 am – 9:00 am
Room #: M 101 AB
Level: Intermediate
Track: D&I Strategy
Presenter: Athena Hollins, Minnesota State Bar Association

A cursory review of current diversity and inclusion studies shows that the U.S. remains stuck in a false dichotomy of black/brown versus white. Meanwhile, multiracial individuals make up one of the fastest-growing demographics in the U.S. Within a matter of years, current policies and practices that rely on racial or ethnic classifications will be obsolete. Learn how organizations must devise a strategy of multicultural empowerment, recognizing race as just one of the many facets of a much more complex and nuanced identity.

Workshop S1 – H: The Science of Mentoring for Inclusion
Date & Time: APRIL 17, 8:00 am – 9:00 am
Room #: 101 DE
Level: Introductory
Track: Innovation & Transformation
Presenter: Shavon Lindley, Ion Learning

Trust and psychological safety are the precursors to inclusion. These feelings cannot be taught, and they take time to develop. During this session, you will discover a neuroscience-based mentoring method that creates a scalable and supportive environment which is necessary for us to feel safe. Then we’re able to share our story and learn to recognize, value and integrate our diverse perspectives and experiences—which will help create an inclusive culture faster. Receive a guide that will support implementation of the new model.
Workshop S1 – I: Unlikely Partnerships: Walmart, Environmental Defense Fund Green the Global Shopping Cart

Date & Time: APRIL 17, 8:00 am - 9:00 am
Room #: M 100 E
Level: Intermediate
Track: Innovation & Transformation
Presenters: Jorge Consuegra, Environmental Defense Fund (EDF) | Micah Ragland, Walmart

A little-known fact: Walmart, one of the world’s largest retailers, is also a leader in environmentally friendly business practices. And because nearly 100% of Walmart’s growth in the U.S. comes from multicultural consumers, it’s a diversity initiative itself. Learn how an unlikely partnership with EDF has yielded results that are good for the earth, good for the bottom line and good for Walmart’s increasingly diverse consumer population. Explore how a partnership like this reinforces diversity messages.

Workshop S1 – J: The Old Black Lesbian Elephant in the Room: HOW Power Dynamics Impact Everything and WHY No One Seems to Talk About It

Date & Time: APRIL 17, 8:00 am - 9:00 am
Room #: M 100 CD
Level: Intermediate
Track: Social Responsibility
Presenter: Dr. Leeno Karumanchery, MESH Diversity

If you are minoritized in any way, you’ve probably had someone say things to you like, “You should have spoken up,” or “You’re seeing it the wrong way.” Whatever the context, the end result is usually the same—you have to process and manage the aftermath. When these situations occur in public, they are complex. When they occur in the workplace they are doubly so. In this session, we’ll explore the science that underlies these invisible strictures and how they play out physiologically, psychologically and organizationally.
Innovation and compassion are paramount to providing world-class medical care to patients from all over the world. We lean on the variety of perspectives and backgrounds of our colleagues’ to continuously challenge ourselves and to create a workplace that supports diversity, equity, and inclusion. Become part of the legacy that embraces our differences and enables us to provide the best care to patients from all over the world.

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Workshop S2 – A: Demystifying Artificial Intelligence: How AI Exacerbates Bias
Date & Time: APRIL 17, 11:00 am - 12:30 pm
Room #: M 100 CD
Level: Introductory
Track: Critical Employment Practices
Presenter: Matthew Taylor, Independent Contractor

Artificial Intelligence (AI) is becoming a larger part of our economy, our workplaces, and even our everyday lives. While new tools enhanced by AI have the capacity to build smarter technologies, they also have and continue to perpetuate and exacerbate the implicit biases that our society has. This hands-on, experiential workshop will show participants some of the ways in which bias is introduced into AI-enabled tools.

Workshop S2 – B: Mental Health in the Workplace: An Educational Workshop
Date & Time: APRIL 17, 11:00 am - 12:30 pm
Room #: M 100 J
Level: Intermediate
Track: Critical Employment Practices
Presenter: Nadine Vogel, Springboard Consulting

Businesses are increasingly recognizing the significance of workplace mental health, but manager concerns about appropriate communication, interaction, accommodations, and performance management of individuals experiencing mental illness are stalling progress. This session focuses on educating and empowering attendees about these and other challenges and minimizing the fear of saying or doing the wrong thing. Help build a workplace where everyone is connected and if, when, and however it’s needed, is asked, “Are you ok?”

Workshop S2 – C: Aim Hire: Shifting from Bias Dialogue to Evolving Behavior
Date & Time: APRIL 17, 11:00 am - 12:30 pm
Room #: M 100 FGH
Level: Intermediate
Track: D&I Strategy
Presenters: Anais Keennon, City of Portland | Ashlie Grundy, City of Portland

Diversity training often focuses on specific, siloed communities such as race/ethnicity, generational, gender, LGBTQIA and people with disabilities—an approach that becomes exclusionary by segmenting groups versus establishing common behavioral expectations and global perspectives. This session will provide tangible tools that encourage a unified, intersectional approach to equity and inclusion, and initiate actionable strategies to evolve the behavior of individuals in the workplace.

Workshop S2 – D: Safe Enough to Soar: Accelerating Trust, Inclusion and Collaboration in the Workplace
Date & Time: APRIL 17, 11:00 am - 12:30 pm
Room #: 102 DEF
Level: Intermediate
Track: D&I Strategy

Safety is the invisible issue holding organizations—and people—back. The emotional and psychological safety that enables people to feel free to speak up, raise tough issues, and reach for greater possibilities together is called interaction safety. In this session, we’ll explore what you can do as a leader, manager, team member or individual contributor to increase interaction safety to bridge the divides created by polarization and move to higher levels of trust, collaboration and performance.
# Workshops S2 - E: Allstate's Enterprise Diversity Leadership Council Navigating Transformation During Trying Times

**Date & Time:** April 17, 11:00 am – 12:30 pm  
**Room #:** M 100 I  
**Level:** Intermediate  
**Track:** Leadership Development  
**Presenters:** Aisha Ghori Ozaki, Allstate | Christy Harris, Allstate | Stephen Cornejo Garcia, Allstate

Allstate’s Inclusive Diversity Team share their journey and practices toward developing enterprise-wide inclusive diversity progress. Explore first-hand examples and better practices that have been designed and/or used in the past three to five years at Allstate, including enterprise-wide inclusive diversity commitments, executive alignment, launching a new inclusive conversation series, an ALLY campaign and engagement in multiple multimedia efforts.

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# Workshops S2 - F: Bridging the Gap in Global Diversity: Inclusion and Integration

**Date & Time:** April 17, 11:00 am – 12:30 pm  
**Room #:** 101 DE  
**Level:** Advanced  
**Track:** Global Diversity  
**Prerequisite:** Responsibility for helping to implement DEI program and processes on a global basis; Experience delivering training to multicultural audiences; A global-mind-set approach; Willingness to share ideas  
**Presenter:** Dr. Neal Goodman, Global Dynamics Inc. (GDI)

Examine the results to date of The Charter for Global Diversity, a “living document” started at The Forum conference in 2018 and enhanced during the past year by senior global diversity leaders. In this highly interactive session, participants are encouraged to bring their own experiences, challenges and best practices, and will help to create strategies to bridge the gap, from the inclusion of diverse global perspectives and experiences to the integration of areas of mutual compatibility.

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# Workshops S2 - G: Seeking Solutions to Our Own Ethnocentrism: Addressing the My-Approach-Is-Better-Than-Your-Approach D&I Contest

**Date & Time:** April 17, 11:00 am – 12:30 pm  
**Room #:** 101 FG  
**Level:** Intermediate  
**Track:** Innovation & Transformation  
**Presenters:** Dr. Niru Kumar, ASK Insights | Duncan Smith, ADC Associates | Nene Molefi, Mandate Molefi | Steve Hanamura, Hanamura Consulting, Inc.

Learn how D&I professionals can respect different approaches rather than negate them, and to cross the self-imposed gap of working in silos. After a brief, fun, but poignant, dramatization of the five approaches of our field, join in deep discussions to determine how we must face our own ethnocentrism to achieve our end result of working together—reducing the inclusion gap in our field.

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# Workshops S2 - H: Hiring People with a Criminal Record—Why It Is the Smart Business Decision

**Date & Time:** April 17, 11:00 am – 12:30 pm  
**Room #:** M 101 AB  
**Level:** Intermediate  
**Track:** Government  
**Presenters:** Emily Baxter, We Are All Criminals | Jacquelyn Carpenter, Twin Cities RISE | Kevin Lindsey, Lindsey Law and Consulting

Millions of jobs in the United States are waiting to be filled. Employers seeking to get ahead of their competition are expanding their recruiting efforts to strategically pursue individuals with criminal records. This session will provide what you need to know about the criminal justice system, collateral consequences, and programs available to support re-entry, so that you make the smart business decision for your company.
Workshop S2 - I:  **Ending Unconscious Bias: Using Neuroscience to Attain Leadership Buy-in and Engagement to Advance Inclusion**

**Date & Time:**  **APRIL 17**, 11:00 am - 12:30 pm  
**Room #:** 102 ABC  
**Level:** Intermediate  
**Track:** Healthcare  
**Presenters:** Shannon Murphy Robinson, BrainSkills@Work, LLC | Tiffany Capeles, CHRISTUS Health  

This session will delve into a unique approach to successfully gain buy-in from the leaders through the door of neuroscience, an approach that can increase recognition of unconscious bias without the leaders becoming defensive. In using a neuroscience approach and brain-based strategies and tools, learn how CHRISTUS Health, in partnership with BrainSkills@Work, bridged these critical gaps to successfully engage the leaders and build D&I commitment to eliminate disparities in health care delivery.

Workshop S2 - J:  **Student Success Factors and the Race Gap**

**Date & Time:**  **APRIL 17**, 11:00 am - 12:30 pm  
**Room #:** M 100 E  
**Level:** Intermediate  
**Track:** Higher Education  
**Presenters:** Dr. Harold Torrence, Dakota County Technical College | Michael Berndt, Dakota County Technical College | Wendy Marson, Inver Hills Community College and Dakota County Technical College  

In 2017, Dakota County Technical College (DCTC) researched the success gap between students of color and white students. This presentation will explore the case study, the analysis of the data collected, and the action steps DCTC has taken to bridge that gap. Participants will gain an understanding of the success gap in a technical college setting and review DCTC’s commitment to data-informed equity and inclusion practices and solutions.

Workshop S2 - K:  **Crossing the Great Divides: What To Do When the Culture Wars Enter the Workplace**

**Date & Time:**  **APRIL 17**, 11:00 am - 12:30 pm  
**Room #:** M 100 AB  
**Level:** Intermediate  
**Track:** Social Responsibility  
**Presenters:** Dr. Gleb Tsipursky, Disaster Avoidance Experts | Howard Ross, Udarta Consulting  

In these times of extreme, toxic societal polarization, leaders, D&I professionals, and HR professionals struggle to cope with the impact of having social divides intruding into their workplaces. This presentation outlines the problem and offers proven strategies, informed both by real-world experience from successful organizations and cutting-edge research, to help attendees gain skills to protect and defend their organizations from the fallout of the culture wars in our polarized and divided society.

Workshop S3 - A:  **Influencing Inclusion--The Cognitive Hypnotic Transformation Tool**

**Date & Time:**  **APRIL 17**, 2:15 pm - 3:45 pm  
**Room #:** M 100 CD  
**Level:** Intermediate  
**Track:** Critical Employment Practices  
**Presenters:** Dr. Akshay Kumar, ASK Insights; Artemis Hospital; IIIT Delhi | Dr. Niru Kumar, ASK Insights  

Biases are beliefs. They are preferences and antagonisms based on beliefs which have been programmed into the unconscious through direct or indirect suggestions. Therefore, unconscious bias cannot be addressed by cognitive tools only. In this session, explore the Cognitive Hypnotic Transformation Tool, a powerful vehicle for the conscious-unconscious journey. This session is for leaders and diversity practitioners who play a critical role in influencing people to adopt an attitude and behavior of inclusion.
Workshop S3 – B: Exploratory Experiences: Utilizing Creative Training Methods to Build Empathy and Inclusion
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: 102 ABC
Level: Intermediate
Track: Critical Employment Practices
Presenter: Kimberly (Rattley) Dailey, Cook Ross, Inc.

With the unprecedented division in our society, greater gaps between individuals’ values and beliefs are causing toxicity and silos in our communities and our workplaces. In order to foster diversity, equity and inclusion, organizations need training methods that build a greater sense of empathy among employees. This session will introduce two creative training techniques that engage both the left and the right brain and are more likely to break down mental barriers between people.

Workshop S3 – C: Distance Bias—When out of Sight Really Means out of Mind
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: M 101 AB
Level: Intermediate
Track: Critical Employment Practices
Presenters: Kathy Kacher, Career/Life Alliance Services | Trina Hoefling, University of Denver

With more and more employees moving to a remote work style, very few companies have thought to take the time to understand the impact that distance bias has on mobile and remote employees. This session will show how to identify distance bias, not only in your organization but in yourself as well, and how it can impact the employee experience with isolation and disengagement. We’ll examine essential collaborative tools that can reduce distance bias and an easy-to-follow way to stay connected virtually.

Workshop S3 – D: Navigating Conscious and Unconscious Bias in Customer Care
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: 101 FG
Level: Intermediate
Track: D&I Strategy
Presenters: Leslie Aguilar, Diversity & Inclusion Center | Riikka Salonen, Oregon Health & Science University

To intervene and mitigate bias in the customer realm, we must first recognize where bias is likely to occur, when it is actually occurring, and how best to respond. This workshop enhances your ability to accomplish this and move toward equitable, high-quality service, free of disparities based on social divides. The full spectrum of customer care and guest service examples will come from diverse consumer-facing sectors, including healthcare, retail, finance, hospitality and public services.

Workshop S3 – E: Know Fear: The Key to Building Workplace Inclusion More Effectively
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: 102 DEF
Level: Intermediate
Track: Leadership Development
Presenter: Tonya Hampton, Cook Ross, Inc.

Fear can motivate or immobilize. Unfortunately, more often it immobilizes and leads us to make decisions solely based on the level of perceived risk involved. But risk-taking is vital in every aspect of business, particularly in the areas of diversity and inclusion. This session will identify types of fear commonly experienced by leaders, why it is important for leaders to acknowledge them, and how to respond appropriately. Participants will identify their own fears and develop positive response strategies.
Workshop S3 - F: Using the Global UN LGBTI Standards of Conduct for Business to Implement LGBT+ Inclusion Globally
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: M 100 AB
Level: Intermediate
Track: Global Diversity
Presenter: Miguel Castro, SAP

On September 26, 2017, the UN announced SAP as one of the first supporters of the Global UN LGBTI Standards of Conduct for Business. Join this session to learn how SAP protects, develops and empowers their LGBT+ colleagues worldwide, how it acts in the public sphere in places like Kenya, the Philippines, the Czech Republic and Colombia, and how the SAP software technology helps ensure bias-free work environments. Learn what to include in your policies and programs considering your global LGBT+ workforce.

Workshop S3 - G: Leveraging Employee Resource Groups to “Bridge the Gaps”
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: 101 DE
Level: Intermediate
Track: Innovation & Transformation

More and more, employee resource groups (ERGs) are leveraging their social capital to affect change both at their organizations and in their communities. During this interactive session, participants will hear from two ERGs that have led the way at their organizations in bridging some key gaps through thoughtful and innovative approaches to complex problems. In addition, Diversity Best Practices will share key trends, next practices, tools and templates for employee resource groups, their leaders and allies.

Workshop S3 - H: Righting the Course: Advancing Equity in Government
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: M 100 E
Level: Intermediate
Track: Government
Presenters: Bruce Thao, Minnesota Department of Health | Marisol Chiclana-Ayala, Minnesota Department of Health | Sara Chute, Minnesota Department of Health

Today’s politically charged climate requires government leaders and agencies to be more proactive and intentional in engaging with the community, ensuring equity in their systems and policies, and fostering a diverse and inclusive workforce. The session will walk participants through strategies and concrete tools, metrics and activities utilized to achieve MDH’s goals, guiding work across the agency to develop statewide equity networks and support community partners. Gain tools to implement within your institution.

Workshop S3 - I: Clinical Competence in a Globally Mobile World—An Evidence-based Approach to Reducing Medical Disparities in Minority Patient Populations
Date & Time: APRIL 17, 2:15 pm - 3:45 pm
Room #: M 100 I
Level: Advanced
Track: Healthcare
Prerequisite: Participants should be generally familiar with research on medical disparities in minority populations and the AHA’s #123forEquity program to reduce racial and ethnic disparities in healthcare.
Presenters: David Hunt, Critical Measures | Lorraine Griffin-Johnson, CentraCare Health System

Non-traditional patients are some of healthcare’s fastest-growing patient populations whose medical needs are not well understood. Learn how Critical Measures is using an approach that has the potential to change the way providers practice medicine, and how, working with leading clinicians, they created an assessment focusing on providers’ actual behaviors when treating these diverse patients.
Workshop S3 - J: International Global Service Learning (GSL): How GSL Increases Intercultural Competence (ICC) and Empathy to Prepare Students for a More Diverse and Inclusive Workplace

Date & Time: APRIL 17, 2:15 pm – 3:45 pm
Room #: M 100 J
Level: Intermediate
Track: Higher Education
Presenters: Donna Ramil, International Programs in the ILR School, Cornell University | Judy Young, Scheinman Institute of the ILR School, Cornell University | Keri Dutkiewicz, Cultural Intelligence Center | Kirsten Canterbury, The University of Minnesota | Sarah Huesing, University of St. Thomas

See how university-level international service learning, which emphasizes reflection on intercultural competency and empathy, develops prospective employees better prepared to enter a diverse and inclusive workplace. Learn the concepts of Intercultural Competence (ICC) through the Darla Deardorff ICC Model, identify qualities associated with ICC, and develop a tool to help employers recruit candidates with ICC skills to build a more D&I workplace.

Workshop S3 - K: Where do We Go From Here? Managing Gender at Work in the #MeToo Era

Date & Time: APRIL 17, 2:15 pm – 3:45 pm
Room #: M 100 FGH
Level: Intermediate
Track: Social Responsibility
Presenters: Howard Ross, Udarta Consulting | Leslie Traub, Udarta Consulting

Gender challenges in the workplace are, once again, front and center in the public eye. This workshop will address not only the specific individual behaviors and actions that lead to gender bias incidents occurring, but even more importantly will look at the systemic, organizational and societal dynamics that lead to these incidents from both a male AND female perspective. Disassemble some of the myths of “normative” gender dynamics and understand how gender bias occurs, why it occurs, and what can be done to address it.

Workshop S4 - A: Recruit to Include

Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: 102 ABC
Level: Intermediate
Track: Critical Employment Practices
Presenters: Bonnie Keppers, Report Partners, LLC | Lila Kelly, Lila Kelly Associates and DiversityIntegration.com

Today’s shifting workforce landscape and tight labor market demands much of recruiters. This session focuses on fine tuning practices we take for granted every day to build better outcomes for candidates, recruiters and hiring managers, leading to big wins for everyone. Learn techniques for writing job descriptions that ensure clarity and eliminate bias, inclusive interview practices that remove potential biases from the process, and coaching skills to help improve hiring managers’ cultural awareness and proficiency.

Workshop S4 - B: D&I Training—Gamified

Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: M 100 FGH
Level: Introductory
Track: Critical Employment Practices
Presenters: Dr. Michael Baran, inQUEST Consulting, LLC | Scott Hoesman, inQUEST Consulting, LLC

Many employees are tired of impersonal diversity and inclusion initiatives, despite companies spending around $8 billion annually on D&I efforts. In this session, attendees will play the award-winning game, CONTINEO™, a live-action interactive experience that brings D&I training to life, while providing a safe space where even the most sensitive topics can be explored candidly and in confidence. Teams will experience the excitement and learning firsthand and explore the scalable way organizations roll this out.
Workshop S4 – C: Small Business, Big Change: How to Start a Movement in Your Own Backyard
Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: M 101 AB
Level: Introductory
Track: D&I Strategy
Presenter: Nancy Lyons, Clockwork

Small businesses employ about 59 million people in the U.S. That’s nearly half of the American workforce. That’s a lot of people, and a lot of power—and responsibility—that small business owners have to help drive conversations and change in our communities. When we demand collaboration, diverse work forces, and values-driven partnerships, we have an impact on how people see and interact with other people. Explore how to use your position as a business owner, CEO, and citizen to elevate important issues facing us today.

Workshop S4 – D: Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion
Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: 101 HIJ
Level: Intermediate
Track: D&I Strategy
Presenter: Ashley Diaz Mejias, TMI Consulting, Inc.

Ashley Diaz Mejias will help participants identify and address the systemic and institutional bias that results from pernicious and often unconscious biases to which we are all vulnerable. This session covers what systemic bias is, how it is perpetuated and how you, as an individual, can disrupt its mechanisms in your company’s systems and policies. Attendees will focus most heavily on gender, racial, and retribution (cultural bias towards punishment as institutionalized in criminal justice) biases.

Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: M 100 I
Level: Introductory
Track: D&I Strategy
Presenters: Caroline Karanja, 26 Letters | Tiffany Orth, GREATER MSP

The Minneapolis–Saint Paul (MSP) region’s talent retention and attraction initiative, Make It. MSP, is a collaboration of 100-plus organizations. To better understand the area’s issues, Make It. MSP surveyed professionals of color about their experiences living and working in the region. The survey data and personal stories were packaged in a free digital multimedia Inclusion Toolkit with workshops to encourage conversations. Dive into the learnings of the toolkit and insights from the first Make It. MSP. employer cohort.

Workshop S4 – F: Building Bridges: Welcoming Diversity and Inclusion in Canada Through Community Benefits Agreements for Public Infrastructure Projects
Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: M 100 E
Level: Intermediate
Track: Global Diversity
Presenters: Jane Wilson, Toronto Community Benefits Network | Denisa Leiba, Crosslinx Transit Solutions | Chris Campbell, Carpenters’ District Council of Ontario | Rosemarie Powell, Toronto Community Benefits Network | Symone Walters, Toronto Community Benefits Network

The most diverse city in the world, Toronto is growing and investing in its public infrastructure while urban development is on the rise. But a high percentage of the immigrant and racialized population have been historically excluded from employment in the construction sector. Discover insights into equity and inclusion strategies used by TCBN and its coalition of community and labor partners.
Workshop S4 – G: The #MeToo Imperfect Ally
Date & Time: APRIL 17, 4:00 pm - 5:30 pm
Room #: 101 FG
Level: Introductory
Track: Innovation & Transformation
Presenters: Dr. Kathleen Buse, ERC Women’s Leadership Institute | Kevin Carter, The Winters Group, Inc. and Inclusion Innovates

The Me Too movement has opened a conversation around how men can become allies in gender equity work in a more profound way, both professionally and socially. In our polarizing climate, this is no easy task. The conversations must be nuanced, and we have to work to prepare for them. In this engaging interactive session, participants can explore what it means to engage in this movement and facilitators will provide tools and best practices to foster women empowerment and gender equity in their organizations and communities.

Workshop S4 – H: Catch the VIBE: Integrating Inclusive Behaviors into Everyday Actions
Date & Time: APRIL 17, 4:00 pm - 5:30 pm
Room #: 101 DE
Level: Introductory
Track: Government
Presenters: Marty Raines, National Credit Union Administration–NCUA | Monica Davy, National Credit Union Administration–NCUA

Learn how a government agency with a widespread workforce is transforming its culture by focusing on four key behaviors—valuing differences, intentionally including, breaking biases, and embracing change. Discover a creative, fun, and interactive activity to introduce inclusive behaviors, and measure the impact of changing behavior and culture. We’ll share our creative approach to making inclusive behaviors come to life in simple and practical ways that all employees can adopt.

Workshop S4 – I: A Recipe for Building a Diverse Workforce: The Benefits of Intentionality
Date & Time: APRIL 17, 4:00 pm - 5:30 pm
Room #: M 100 CD
Level: Introductory
Track: Healthcare
Presenters: Dr. Lisa Reynolds, CHRISTUS Health | Tiffany Capeles, CHRISTUS Health

This session will explore the journey that CHRISTUS Health took to make diversity a core focus. Our effort to “create a culture of health equity, diversity and inclusion” has come with growing pains, but consistent intentionality—the secret ingredient—led to tremendous success in changing culture across an organization vastly diverse in service-line offerings and geographic spread. Assess the impact of interconnected D&I strategies on customer experience and talent acquisition, retention, and workforce engagement.

Workshop S4 – J: The ARC Network: Engineering an Intersectional, Intentional and Inclusive STEM Equity Resource Curation Agenda
Date & Time: APRIL 17, 4:00 pm - 5:30 pm
Room #: M 100 J
Level: Intermediate
Track: Higher Education
Presenters: Aspen Russell, Association for Women in Science | Dr. Heather Metcalf, Association for Women in Science

Since its 2001 inception, the National Science Foundation’s ADVANCE program has awarded over 300 grants to 200 institutions to create systemic change and increase advancement of the diversity of women among STEM faculty. While these grants contained sustainability plans, sustainability challenges remain, resulting in loss of this intellectual and practical knowledge and, in some cases, progress. Explore ideas for innovative solutions to challenges around curating, managing, and sharing STEM equity research and resources.
Workshop S4 – K: The Power of Narrative in Building Engaged, Inclusive Communities
Date & Time: APRIL 17, 4:00 pm – 5:30 pm
Room #: 102 DEF
Level: Intermediate
Track: Social Responsibility
Presenter: Dominic Perri, Essential Conversations Group

On the eve of Donald Trump’s inauguration, United Way of Central Indiana (UWCI) hosted a community conversation focused on a simple question: “What’s It Like to Be Me?” The diverse attendees paired with one another and shared their responses to questions focused around the factors that shaped their lives and their identity. The program went viral within UWCI and its partner agencies. Participate in a streamlined version of the program and explore how to use the power of narrative as a tool in D&I work in your organization.

Workshop S5 – A: Making It Personal–Inspiring Your People to Uncover, Deepen and Reveal Their Own Conviction for D&I
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: 102 ABC
Level: Intermediate
Track: Critical Employment Practices
Presenter: Angela Cooper, Mutual of Omaha

Come learn how a Fortune 500 company in the heart of the Midwest embraces a simple and powerful change leadership tool to help leaders and associates uncover personal motivations that compel them, inspire their genuine commitment to D&I and equip them to advocate for it. Share how the company is building psychological safety and inclusion by harnessing people’s courage, vulnerability, and willingness to share the truth. Learn tactics to help your people find words to illuminate why diversity and inclusion are so important.

Workshop S5 – B: The Quest for Talent: Innovative Disability Employment Models
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: 101 FG
Level: Intermediate
Track: Critical Employment Practices
Presenters: Carol Glazer, National Organization on Disability | Mark Balsano, Charter Communications | Merrill Friedman, Anthem, Inc.

The challenging search for talent is triggering more leading companies to tap into the largely untapped disability talent pool, including neurodiverse candidates. Learn from companies that have enacted initiatives which have significantly changed how they hire people with disabilities and have seen real results. Presenters will engage participants through large group discussion, self-reflection activities, and discussion of best practices with action steps that they can take back to their companies and apply immediately.

Workshop S5 – C: The Currency of Inclusion: Creating True Change through Enhanced Supplied Diversity Efforts
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: M 100 J
Level: Introductory
Track: D&I Strategy
Presenter: Rebecca Waggoner, Quorum

This session highlights how to move beyond “the usual” diversity and inclusion efforts in order to understand and recognize supplier diversity as a profitable strategy that creates long-term value for businesses and nonprofits at every scale. Learn skills to navigate the often-fractured relationships between supplier diversity teams, employee resource groups, and footprint-wide diversity and inclusion initiatives. Understand the importance of LGBTQ+ inclusion in supplier diversity efforts and develop paths to move forward.
Workshop S5 – D: Back to the Future: Toyota’s Modern Approach to Building D&I Capacity and Competence
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: M 100 FGH
Level: Intermediate
Track: D&I Strategy
Presenter: Eric Polite II, Toyota Motor North America

Most diversity training efforts fail to create new and lasting behaviors for their participants because they are stuck in a time warp. The modern workplace and current sociopolitical climate demand a new paradigm for diversity training: one that goes beyond delivery of training events to purposefully designed journeys filled with learning experiences aligned with the challenges facing organizations. Learn how Toyota modernized its D&I program to maximize impact and create learning assignments tied to moments that matter.

Workshop S5 – E: Turning the Conversation from Bias to Belonging
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: 102 DEF
Level: Intermediate
Track: D&I Strategy
Presenters: Matthew Hanzlik, Nielsen | Stacey Gordon, Rework Work

Since implicit bias intervention has not been found to effect lasting change, working with ERGs can take training to a level of learning that actually works. This session will present ways for ERGs to bridge the gap in training and help transform the culture of the organization to produce lasting change, as well as introduce diversity and inclusion without the negative connotations we’re currently dealing with. We’ll marry hard data with soft skills to help attendees create buy-in and belonging within their organization.

Workshop S5 – F: The Latinx Professional Journey—The Rocky Road from Local to Global
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: M 100 E
Level: Intermediate
Track: D&I Strategy
Presenters: Neddy Perez, McCormick & Spices | Tomás Leal, Fielding Graduate University

Research shows U.S. Latinx managers reach mid-level management faster than their peers, but they are slower to climb to higher levels. Participants at this session will not only learn about these and other challenges, but also work through strategies and actionable ways to deal with these cultural disconnects and create a more positive environment for the Latinx community in organizations. Interviews and case studies will focus the learning on actual situations and personal stories to add relevance to the dialogue.

Workshop S5 – G: Training Leaders for Cultural Responsiveness and Equity Accountability: A Road Map for Designing, Facilitating and Sustaining an Organizational Change Initiative
Date & Time: APRIL 18, 8:00 am – 9:30 am
Room #: 101 HIJ
Level: Intermediate
Track: Leadership Development
Presenters: Kristen Wong, Oregon Health & Science University | Riikka Salonen, Oregon Health & Science University

Guiding an organization into a globally inclusive business environment is a tremendous feat, even for a well-experienced professional leader. Each organization has its own issues and obstacles. Surpassing such challenges is reliant upon a culture of accountability set and led by those in positions of authority and respect. The session will offer insights, tools, methods and important reflections on the process of implementation and beyond—using intercultural activities that focus on leadership needs.
Workshop S5 – H: Building a Future World Where DEI Leads
Date & Time: APRIL 18, 8:00 am - 9:30 am
Room #: M 101 AB
Level: Intermediate
Track: Global Diversity
Presenters: Dr. Niru Kumar, ASK Insights | Duncan Smith, ADC Associates | Julie O’Mara, The Centre for Global Inclusion | Mercedes Martin, Mercedes Martin & Company | Natasha Aruliah, Intercultural, Diversity, Equity & Social Justice

If DEI practitioners don’t become more future-fluent and serve as activists and change agents to influence our global future, there is concern that other forces will take the lead. To help ensure a future where DEI leads, The Centre for Global Inclusion and The FutureWork Institute have embarked on a DEI Futures Initiative to determine actions we can take now. Four presenters who have been actively involved in the Initiative will inform you on progress to date and welcome your ideas and plans to join in the global effort.

Date & Time: APRIL 18, 8:00 am - 9:30 am
Room #: M 100 I
Level: Introductory
Track: Innovation & Transformation
Presenters: Hillary Blecker, The Blue Door Group | Tawana Thomas-Johnson, American Cancer Society | Tchet Dereic Dorman, Germantown Friends School, Director of College Counseling

Transformational Intergroup Dialogue (TID) Facilitation is a diversity education program for those who desire to improve their skills in leading, teaching, managing and facilitating diverse groups. Facilitators for this session will utilize the TID model to help participants discover their individual obstacles to effectively teach, manage and lead diverse groups and facilitate race dialogues.

Workshop S5 – J: Regenerating without Gentrifying: Applying an Intersectional Framework to Improve Our Inclusion Efforts
Date & Time: APRIL 18, 8:00 am - 9:30 am
Room #: M 100 CD
Level: Intermediate
Track: Innovation & Transformation
Presenters: Aspen Russell, Association for Women in Science | Dr. Heather Metcalf, Association for Women in Science

This workshop will center on identifying a shared understanding of intersectionality (a tool for advocacy, analysis, and policy development) as a framework and applying it to our research, policy work, and practical efforts. Especially in the STEM equity context, building a more sustainable future for our inclusion work is best done by implementing innovative alternatives rather than reinstituting old tactics. Attendees will leave with a guide on how to adopt intersectionality frameworks in their own workplaces.

Workshop S5 – K: Navigating Shifting Landscapes: Inclusion and Diversity and the Purpose-driven Organization
Date & Time: APRIL 18, 8:00 am - 9:30 am
Room #: 101 DE
Level: Introductory
Track: Social Responsibility
Presenters: Amy DeVylder, Willis Towers Watson | Lindsay Stortz, Willis Towers Watson | Meg Paschall, Willis Towers Watson

Advancements in technology, shifting demographics, increased workforce mobility, the gig economy, and personalization are impacting the landscape of today’s workplace—and converging to not only exacerbate the current pace of change, but also place a greater focus on our purpose, culture, values, and the behaviors that underpin them all. This session will highlight the importance of D&I for the evolved purpose-driven organization. Get tips and action steps for what to do differently within your organization.
**Workshop S6 - A:** Executive Roundtable: Facing and Embracing the New Longevity  
Date & Time: **APRIL 18,** 11:30 am - 1:00 pm  
Room #: 102 DEF  
Level: Advanced  
Track: Critical Employment Practices  
Prerequisite: Five-plus years in the D&I or HR field  
Presenter: Carol Evans, Working Mother Media | Jeff Tidwell, Next For Me

Do labor shortages and skill gaps keep you up at night? There's a deep talent pool right under your nose. Reframing your company's expectations and attitudes toward older workers will pay dividends for years to come. Learn why retention of older workers is good for your bottom line, how to maximize the productivity of this powerful workforce, and how to bridge the intergenerational gap—from baby boomers to the newest Gen Z and everyone in between—to maximize true workability between generations.

**Workshop S6 - B:** Beyond the Blame Game: Religion and LGBTQ Inclusion at Work  
Date & Time: **APRIL 18,** 11:30 am - 1:00 pm  
Room #: M 100 FGH  
Level: Intermediate  
Track: Critical Employment Practices  
Presenters: Jean-Marie Navetta, PFLAG National | Leslie Funk, Tanenbaum Center for Interreligious Understanding

Internationally and locally, conflicts between religious and LGBTQ communities are making headlines, from the question of whether marriage equality will survive the current sociopolitical situation to the fight for basic civil rights. Religious communities are also being accused of being homophobic. When we bring our whole selves to work, outside tensions affect workplace interactions. This session will identify misconceptions and oversimplifications that can derail constructive conversations and result in blame shifting.

**Workshop S6 - C:** Bias Blockers—Combating Implicit Bias at Work, Developing Resilience and Tactics to Overcome  
Date & Time: **APRIL 18,** 11:30 am - 1:00 pm  
Room #: 102 ABC  
Level: Introductory  
Track: Critical Employment Practices  
Presenter: Bernard Coleman III, Uber Technologies, Inc.

Implicit bias shows up every day, penetrating all levels of society—in our neighborhoods, places of worship, workplaces, etc. Solutions are proffered for what organizations should do to battle bias, but what about the person experiencing implicit bias? Where are the tools for individuals? This session will explore what implicit bias is, how it can impact individuals in the workplace, and bias-busting intervention strategies that can be deployed to help develop and internalize resilience.

**Workshop S6 - D:** No Staff. No Resources. No Problem.  
Date & Time: **APRIL 18,** 11:30 am - 1:00 pm  
Room #: M 100 E  
Level: Intermediate  
Track: D&I Strategy  
Presenters: Dr. Amy Tolbert, Spectra Diversity | Patricia Jesperson, Spectra Diversity

Many Fortune 500 businesses have engaged in D&I work for decades. As the war for talent heats up around the globe, mid-market organizations are playing catch-up. Lack of resources in mid-market organizations often serve as roadblocks to implementing DEI programs. This session presents the notion that perceived barriers to introducing DEI programs in organizations with revenues less than a billion dollars and fewer than 10,000 employees are nonexistent. A strategic yet practical guide which all can follow will be provided.
### Workshop S6 – E: Doing It by the Numbers—Diversity, Metrics and the Bottom Line

- **Date & Time:** APRIL 18, 11:30 am – 1:00 pm
- **Room #:** 101 HIJ
- **Level:** Intermediate
- **Track:** D&I Strategy
- **Presenter:** Kari Heistad, Culture Coach International (CCI); Diversity Dashboard

We all know the old adage—what gets measured gets done—and that holds true for D&I work. What also holds true is that data drives better decisions. Without data and metrics, diversity leaders are lacking a key tool to help them make informed decisions. This workshop will explore the power of metrics using the Diversity Metrics model, developed by Kari Heistad, and review metrics that can be used to help improve ERGs, diversity communications, diversity recruiting, events, training, and senior leadership engagement.

### Workshop S6 – F: Developing Diverse Talent: It’s Time to Change the Music

- **Date & Time:** APRIL 18, 11:30 am – 1:00 pm
- **Room #:** 101 FG
- **Level:** Advanced
- **Track:** D&I Strategy
- **Prerequisite:** Have broad knowledge of talent acquisition, management, and development in your company—these are the building blocks that can help change your music.
- **Presenter:** Isaias Zamarripa, The Kaleidoscope Group; Three Degrees from Isaias

We’ve all heard that diversity is being invited to the party, and inclusion is being asked to dance—but the same music is played that rewards old behaviors and the past definition of what we call “good.” This session will be a discussion to determine the music in your company that you need to change to make your company truly more inclusive. Is it your staffing process, development, promotions, or mentoring? True change can only occur when we realize that we haven’t been changing the definition of “good” in our company.

### Workshop S6 – G: Navigating Identity Differences in Professional Development and Coaching Relationships

- **Date & Time:** APRIL 18, 11:30 am – 1:00 pm
- **Room #:** M 100 CD
- **Level:** Intermediate
- **Track:** Leadership Development
- **Presenters:** Amber Mayes, Amber Mayes Consulting | Sukari Pinnock, Shiftwork Consulting

Managers, supervisors, mentors, and many other leaders formally or informally coach individuals to develop professionally, but very few who coach are trained to proactively address issues of diversity, equity, and inclusion in the coaching relationship. Participants will learn to apply concepts such as implicit bias, social group identity theory, and dominant/marginalized power dynamics to the coaching relationship, and enhance the ability to assess and bridge significant identity differences to those they’re coaching.

### Workshop S6 – H: Bridging the Gap: Going Back to Go Forward—Decolonizing Ourselves, Our Work and Our Organizations

- **Date & Time:** APRIL 18, 11:30 am – 1:00 pm
- **Room #:** 101 DE
- **Level:** Intermediate
- **Track:** Global Diversity
- **Presenter:** Natasha Aruliah, Intercultural, Diversity, Equity & Social Justice

With advances in globalization, technology, and migration, increasingly individuals, groups, and cultures are coming into contact with each other locally and globally. Some argue that this is a form of colonization and that understanding these trends and the connection to histories of colonization is crucial for equity work and social justice. Participants will reflect on their work and explore how to form more equitable interactions, bridging gaps to create truly inclusive and equitable workplaces, communities and world.
Workshop S6 - I: Re-engineering the Refugee Employment Life Cycle to Build a Robust Talent Pipeline to Fuel Twin Cities’ Growth

Date & Time: APRIL 18, 11:30 am – 1:00 pm
Room #: M 100 I
Level: Intermediate
Track: Innovation & Transformation
Presenter: Lisa Perez, Twin Cities Path to Prosperity Consortium

By the year 2020, our region will be short more than 120,000 workers. The time has come for us to explore alternative talent pipelines in ways we never have before. Minnesota has a vibrant refugee community, comprised of motivated workers. While numerous agencies and organizations support integration, education and employment, many barriers and breakdowns exist across the employment life cycle. Learn what resources are needed and how we can join forces to leverage our underutilized refugee communities.

Workshop S6 - J: From Surviving to Thriving in DEI Work: Creating Spaciousness to Inspire Inclusion and Innovation

Date & Time: APRIL 18, 11:30 am – 1:00 pm
Room #: M 101 AB
Level: Introductory
Track: Innovation & Transformation
Presenter: Tanya Cruz Teller, WholeSystems

Even in the best of times, DEI work is hard. And in these polarized times, even more so. What if this heavy weight we carry in the work didn’t have to feel heavy all the time? In this session, learn to understand the Appreciative Leadership Lotus (ALL) model experientially using a question adapted from adrienne maree brown’s book, Emergent Strategy: “What if DEI work was the most joyful work you could think of?” Be prepared to be surprised, energized and to come out with a plan for more sustainable joy in your DEI work.

Workshop S6 - K: Closing the Gap Between Ethics and D&I

Date & Time: APRIL 18, 11:30 am – 1:00 pm
Room #: M 100 AB
Level: Intermediate
Track: Social Responsibility
Presenter: Dr. Alan Richter, QED Consulting

With the current political upheavals and the growing complexity of rapid technological change in today’s world, equity, integrity and sound ethics must be at the heart of D&I for it to succeed. This session explores the rise of professional ethics (in the workplace, government, the media, etc.) yesterday, today and tomorrow, and the challenges arising from growing diversity and the increased need for global inclusion. We will trace the evolution of business ethics and connect it to D&I challenges of today and tomorrow.
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Immerse yourself in conversation, connect with our exhibitors, grab a seat in the lounge, and engage in hands-on active learning in our 40,000 sq. ft. Marketplace of Ideas.

**LEARNING LABS**
Innovative Learning Labs (Booth 512) offer an alternative learning option for those who want an up close and personal, hands-on interactive experience with trending topics in the Diversity, Equity and Inclusion space. Learning Labs are hosted by experts who help you exercise fresh thinking, access relevant tools, and stimulate new approaches to workplace inclusion.

Stop by during regular marketplace hours!

**20-MINUTE SPOTLIGHT SESSIONS**
If you love “TED Talks” – then the Spotlight Series is for you! The Spotlight Stage is a platform for 20-minute presentations featuring points of view on trending topics that challenge status quo thinking.

**APRIL 17 and APRIL 18**
(See pages 50-52 for more details.)

**COMPLIMENTARY FOOD AND BEVERAGES**
The Forum offers complimentary meals, snacks, and beverages during the conference. Plated lunches take place during afternoon general sessions, while grab-and-go breakfasts, snacks, beverages, and desserts are set in the Marketplace marked on your map. See page 47 for details.

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**FORUM BOOKSTORE AND BOOK SIGNINGS**
Book Signings are held in Booth 106 near the Bookstore (Booth 100) on **APRIL 17 and APRIL 18**. Details about authors, titles, and book signing times are located on signage near that area. Visit the Concierge in Booth 200 with questions.

**A PEACE OF MY MIND**
A Peace of My Mind is a multimedia arts project built around the simple question, “What does peace mean to you?” Founded in 2009 by award-winning Minnesota photographer John Noltner, the project began as his effort to rediscover humanity in an increasingly polarized world. Experience the photography exhibit and sit for a portrait and interview with Mr. Noltner!

**“POWER UP” LOUNGES**
Plug in to Power Up! Lounge spaces throughout The Forum Marketplace are equipped with charging stations to ensure your devices stay charged and you stay connected to work/life priorities and all things Forum.

**EXHIBITOR BOOTHS**
Talk to experts and seek out resources that support your development and success, and can help you meet workplace inclusion goals. Exhibitors share their stories, showcase services and add immense value to the overall conference experience. Pick up raffle tickets as you visit booths, and turn them in at the Wednesday evening networking reception for a chance to win some exciting prizes!

**“CHECK YOUR BLIND SPOTS” MOBILE TOUR**
Created by CEO Action for Diversity & Inclusion™, the tour is designed to give people the opportunity to learn about unconscious bias, or blind spots, and explore ways to mitigate this bias in their everyday lives.

Through a series of interactive elements, participants will be exposed to the nuances of unconscious bias and will have the opportunity to pledge their commitment to addressing personal biases and cultivating inclusive behaviors.

**ART AND WELLNESS**
This year’s marketplace provides a vibrant Wellness Center (Booth 406) that includes complimentary massage therapy and other Forum partners to help you revitalize your body and mind! You can also find art vendors (Booth 400) and installations scattered throughout the Marketplace for your contemplation.

**Wellness:** Blue Cross Blue Shield, Centerpoint Massage, Gillette Children’s

**Art:** Scott Kosloski and Kate Herzog (House of Talents, Kimber Fieberger)

**CONCIERGE**
Need a little help navigating the conference? Forget to bring an essential item? The Concierge Booth 200 is located near the entrance to the Forum Marketplace. Watch for the bright purple shirts, or simply stop by. We’re here to help!

Sponsored by Prudential
Learning Labs are hosted by experts who help you exercise fresh thinking, access relevant tools, and stimulate new approaches to workplace inclusion. Learning Labs are open discussions held in the Forum Marketplace. Learning Labs are open during regular marketplace hours.

**Learning Lab 1:**  Wunderkammers: Community Career Exploratoriums—Reimagining the Job Fair Experience  
**Date:** APRIL 17 & APRIL 18  
**Room #:** Marketplace Booth 512A  
**Level:** Introductory  
**Track:** Critical Employment Practices  
**Presenters:** Paul Kramer, Sundance Family Foundation | Peg Thomas, Sundance Family Foundation  
**DAY 2**  
Job fairs are not fair. This session will explore the Wunderkammer model of community career recruitment—a more inclusive and interactive job fair. Named after the forerunner to the modern museum, the Wunderkammer is a space for job seekers to explore previously dismissed or invisible opportunities. In this session, we will look at the need for a change in the area of employee recruitment, but we will also walk participants through the lessons and best practices we’ve developed over a three-year project.

**Learning Lab 2:**  Going from Desire to Design: A Tool that Allows You to Build the Inclusive Culture that YOU Want  
**Date:** APRIL 17 & APRIL 18  
**Room #:** Marketplace Booth 512B  
**Level:** Intermediate  
**Track:** Innovation & Transformation  
**Presenter:** Dr. Leeno Karumanchery, MESH Diversity  
**DAY 2**  
Years of research shows that inclusion is a quantifiable, manageable commodity. Built entirely on the quality of human interactions and sense of belonging within a group, inclusion drives our need for safety, engagement, passion, loyalty and even innovation. This is true regardless of race, gender, sexuality or any other social difference that defines us. This session shows how the Diversity Intelligence™ tool allows you to identify, assess and manage behavioral markers that either promote or damage inclusive potential.

**Learning Lab 3:**  The Science of Mentoring for Inclusion  
**Date:** APRIL 17 & APRIL 18  
**Room #:** Marketplace Booth 512C  
**Level:** Introductory  
**Track:** Innovation & Transformation  
**Presenter:** Shavon Lindley, Ion Learning  
**DAY 2**  
Trust and psychological safety are the precursors to inclusion. These feelings cannot be taught, and they take time to develop. During this lab, you’ll discover a neuroscience-based mentoring method that creates a scalable and supportive environment which is necessary for us to feel safe. Then we’re able to share our story and learn to recognize, value and integrate our diverse perspectives and experiences—which will help create an inclusive culture faster. Receive a guide that will support implementation of the new model.

**Learning Lab 4:**  Press PAUSE to Disrupt Bias  
**Date:** APRIL 17 & APRIL 18  
**Room #:** Marketplace Booth 512D  
**Level:** Introductory  
**Track:** Innovation & Transformation  
**Presenter:** Natanya Khashan, Cook Ross, Inc.  
**DAY 2**  
In today’s fast-paced environment in which we are constantly inundated with information, we need to consume learning in bite-sized pieces. In a series of six short videos, the Press PAUSE video series allows you to create micro-learning opportunities for disrupting bias by walking participants through each stage of the PAUSE model, the Cook Ross step-by-step process by which we can disrupt bias in our thinking and decision-making. This lab will provide tools to help reinforce your employees’ learning in bias workshops.
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We value an inclusive workplace and are proud to support the 31st Annual Forum on Workplace Inclusion.

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Spotlight 1: Nudging to Greater Success: How Small Nudges Can Boost Employee Equity and Retention
Date & Time: APRIL 17, 11:10 am - 11:30 am
Room #: Marketplace Spotlight Stage, Booth 312
Level: Introductory
Track: Innovation & Transformation
Presenter: Ross O’Hara, Persistence Plus

In this session, we’ll explore how addressing hidden barriers like stereotype threat or a fixed mind-set is crucial to boosting individual and collective success in increasingly diverse environments, and how small nudges can have big impact. You’ll walk away with a new understanding of why people don’t follow through on their goals (despite the best of intentions) and how to encourage successful behaviors and mind-sets. Learn behavioral science applications to employee retention, inclusion and engagement.

Spotlight 2: Robots and Religion: Religious Literacy in a Time of Technological Change
Date & Time: APRIL 17, 11:40 am - 12:00 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Intermediate
Track: D&I Strategy
Presenter: Cameron Smith, Tanenbaum Center for Interreligious Understanding

It’s no secret that artificial intelligence and automation technologies are expected to have a disruptive impact on the global workforce within the coming years. Interestingly, the arrival of such technological advances is expected to coincide with the growth of religiosity worldwide. With such dramatic changes generating high levels of anxiety there is no limit to potential conflicts in the workplace. Learn about Tanenbaum’s creation of unique policies to proactively address religiously inclusive workplaces.

Spotlight 3: The Friendship Gap and the Jazz Solution: Achieving Integration Through Shared Experience in a Flexible Environment
Date & Time: APRIL 17, 12:10 pm - 12:30 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Intermediate
Track: D&I Strategy
Presenter: Dr. Naomi Ono, Synapse Minnesota LLC

The friendship gap, widespread in our society, refers to the basic segmentation of different races based on an analysis of their social networks. This session explores the solution with a jazz-style collaborative structure. In jazz, the players improvise, listen to each other, are responsive, and any type of musician can fit in (inclusive). Discover how applying this model is conducive to forming an engaged social group or work group, increasing the odds of retaining professionals of color and more white workers as well.

Spotlight 4: MNPathways—A Governor’s Office Approach to Hiring Inclusively
Date & Time: APRIL 17, 2:25 pm - 2:45 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Intermediate
Track: Government
Presenter: Emma Corrie, Department of Transportation

Learn about the MNPathways program—a unique and comprehensive approach to hiring and retaining qualified talent into career pathway jobs across state government. Explore how to build and nurture collaborative partnerships, learn how to recruit with a laser focus on retention, and understand how to leverage existing human resources processes to achieve DEI outcomes.
<table>
<thead>
<tr>
<th>Spotlight</th>
<th>Title</th>
<th>Date &amp; Time</th>
<th>Room &amp; Level</th>
<th>Presenter</th>
</tr>
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<tbody>
<tr>
<td>5</td>
<td>The SkiNy on Generations in the Workplace: Current Best Practice Insights</td>
<td><strong>APRIL 17, 2:55 pm – 3:15 pm</strong></td>
<td>Marketplace Spotlight Stage, Booth 312 Intermediate</td>
<td>Pamela McElvane, Diversity MBA (DMBA, Inc.)</td>
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<td>today, companies are challenged with bridging the gap among generations in the workplace to both optimize performance and gain a competitive advantage. Organizations need to gain a better understanding of how generational attitudes and behaviors impact productivity. The 2018 Diversity MBA Inclusive Leadership Index (ILI) results uncovered some remarkable insights on how to socialize generations that are not openly discussed in the workplace. Learn how to leverage the data to make decisions in bridging the generation gap.</td>
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<td>6</td>
<td>Mindless Clicks No More! Bridging the Gap Between Digital and In-person Experiences to Build Workplace Inclusion</td>
<td><strong>APRIL 17, 3:25 pm – 3:45 pm</strong></td>
<td>Marketplace Spotlight Stage, Booth 312 Intermediate</td>
<td>Dr. Michael Baran, inQUEST Consulting</td>
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<td>Companies these days feel compelled to include some digital component to their DEI strategy. However, these digital solutions often replace in-person experiences rather than complementing them. This session introduces the “Yellow Card System,” designed to increase recognition of microaggressions and facilitate conversations following occurrences. The system is complemented by a digital “practice” where employees practice recognizing, understanding, and reacting to different microaggression scenarios on their own.</td>
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<td>7</td>
<td>The CTR Factor: How High Is Your Leadership Quotient?</td>
<td><strong>APRIL 17, 4:10 pm – 4:30 pm</strong></td>
<td>Marketplace Spotlight Stage, Booth 312 Intermediate</td>
<td>Suri Surinder, Diversity MBA; CTR Factor, Inc.</td>
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<td>Leadership is traditionally regarded as tough terrain to master, with many heuristics and homilies, but few scientific principles. CTR Factor takes audiences on a fascinating personal leadership journey of experiential learning. The lessons learned along the way are leveraged systematically to derive specific leadership techniques to use the next day. Understand currencies of influence, assets of impact, and investments of intention needed to maximize your leadership skills and determine your leadership quotient.</td>
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<td>8</td>
<td>Muslim-inclusive Workplace: An Insight into Workplace Realities</td>
<td><strong>APRIL 17, 4:40 pm – 5:00 pm</strong></td>
<td>Marketplace Spotlight Stage, Booth 312 Intermediate</td>
<td>Hanadi Chehabeddine, Hanadi SBC</td>
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<td>Hanadi Chehabeddine reveals the race and religion-based realities of workforce exclusion. She shares a brief description of her own story of “rebranding her faith” upon her arrival to the U.S. and after being exposed to the media narrative, redefines what it means to be Muslim in America, and tackles widely held misconceptions. Learn about three notions that HR professionals might falsely have about Muslim employees and explore forms of biases that may be taking place at work along with steps to take for more inclusivity.</td>
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Spotlight 9: The Blame Game
Date & Time: APRIL 17, 5:10 pm – 5:30 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Introductory
Track: Social Responsibility
Presenter: Lisa Love, Twin Cities PBS

Explore the blame dynamic which exacerbates discrimination and creates strong and damaging stereotypes. Participants will learn to see how blame affects people across a myriad of diversity dimensions from poverty, homelessness, level of education, size and appearance, and more. Using the presenter’s own experiences as a person of size who has endured countless discriminatory and abusive incidents, participants will get a glimpse into how the blame bias perpetuates continued discrimination and hurts diversity goals.

Spotlight 10: A Mexican Perspective of Inclusion: How Can a Comprehensive Conceptualization of DE&I Help Us Bridge the Gaps in Public Workplaces?
Date & Time: APRIL 18, 11:40 am – 12:00 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Introductory
Track: Government
Presenter: Dr. Tatiana Revilla, Gender Issues

Challenge your traditional concept of DE&I and explore the major role played by gender, racial, ethnic and cultural elements in comprehensively defining the broader issue. This session will draw on expertise from the speaker’s years of consulting activities and experience working with public organizations of the Mexican Federal Government. Attendees will gain understanding about how DE&I perspectives are introduced in public workplaces of such a diverse country and the most common obstacles faced in the implementation.

Spotlight 11: Recruiting and Retaining Autistic Talent
Date & Time: APRIL 18, 12:10 pm – 12:30 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Introductory
Track: Critical Employment Practices
Presenter: Dylan Dailor, Dailor Consulting

In a fast-growing, talent-gobbling market, good employees are always hard to come by. There is an untapped resource in the 35 percent of autistic college graduates, many of whom struggle to find jobs. They have a natural disadvantage in interviews, making it difficult for them to get hired. But when they get settled into your company, the fireworks begin and their laser-like focus can finish any project you put in front of them. Learn how to recruit and retain these valuable assets.

Spotlight 12: Engaging for Refugees in Europe, Middle East and Africa: Learnings from the SAP Experience
Date & Time: APRIL 18, 12:40 pm – 1:00 pm
Room #: Marketplace Spotlight Stage, Booth 312
Level: Intermediate
Track: Global Diversity
Presenter: Miguel Castro, SAP

The 2015 refugee crisis displaced more than 65 million refugees, with one million seeking refuge in Germany alone. Integration into everyday life is the challenge—like adapting to a new culture and pursuing fulfilling work. Learn how SAP’s executive board mobilized the company to take a very active role in this crisis. Review SAP’s launch of “Engaging for Refugees: Integration via Employment and Education” to help refugees compete in the German job market with a level of training comparable to native applicants.
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- Academy for Women’s Empowerment (AWE) - 128
- Accent Wisdom - 612
- Amherst H. Wilder Foundation - 602
- Aspire International, LLC - 431
- Berrett-Koehler Publishers - 517
- Best Buy - 420
- Books@Work (That Can Be Me, Inc.) - 629
- BrainSkills@Work - 620
- Centerpoint Massage & Shiatsu Therapy School and Clinic - 406
- Centre for Global Inclusion - 513
- City of Portland - 412
- Collective Concepts and Yellow House - 328
- Conceive Believe Achieve - 816
- Connecting Differences, LLC - 416
- Cook Ross, Inc. - 512
- Critical Measures - 520
- Disaster Avoidance Experts - 622
- DIVERSANT, LLC - 828
- Diversity & Inclusion Center - 212
- Diversity Best Practices - 529
- Diversity Dashboard - 621
- Diversity Into Action Navigator - 331
- Diversity MBA - 824
- Door of Clubs - 209
- Dougherty Family College - 101
- Duka ya Mama Atieno - 402
- Employer Assistance and Resource Network on Disability Inclusion - 600
- English Proficiency Systems - 827
- Evocent Leadership Development - 713
- Forté - 822
- Gillette Children’s Specialty Healthcare - 406
- Global Dynamics, Inc. - 302
- Green Card Voices - 503
- House of Talents - 400
- inQUEST Consulting - 429
- Intercultural Workplace Coaching Collaborative - 229
- Ion Learning - 512
- Kapor Center - 716
- La’Wana Harris - 228
- Lila Kelly Associates, LLC & DiversityIntegration.com - 715
- Mayo Clinic - 718
- Mentitium Corporation - 815
- MESH Diversity - 512
- Mind the Gender Gap, Inc. - 414
- Minnesota Department of Human Rights - 129
- MRA - The Management Association - 329
- NashInspired - 521
- Nice Ride - 406
- Pepperdine Graziadio Business School - 407
- Persistence Plus, LLC - 317
- PRISM International - 214
- Prosperity Ready - 623
- Prudential - 315
- QUORUM - 522
- RBC Wealth Management - 300
- Report Partners, LLC - 614
- Rework Work - 308
- Scott Kosloski - 400
- SHIFT - 125
- Sparks of Change - 428
- Spectra Diversity - 717
- Stop Making It Weird - 820
- Strategic Diversity Initiatives - 306
- Sundance Family Foundation - 512
- The SMART Workplace - 616
- The Winters Group, Inc. - 508
- Thrivent - 506
- Tour de force Speakers - 523
- Travelers - 403
- We Do That Promotions - 818
- Willis Towers Watson - 630
- YMCA of the Greater Twin Cities - 817
- YWCA Minneapolis - 231
- Zaylore Stout & Associates, LLC - 528

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- Sundance Family Foundation
- Ion Learning
- Cook Ross, Inc.
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**Persistence Plus, LLC**  
Persistence Plus leverages behavioral nudging and intelligent mobile technology to help organizations maximize their investment in talent development and increase employee engagement. In our work with colleges and universities, we have increased retention and graduation rates by up to 20% and reduced social inequities in persistence. We’re using these same innovations to motivate employees to complete new training and support them through challenges that threaten to derail their career goals.

**Collective Concepts and Yellow House**  
Collective Concepts is a diversity and inclusion agency that specializes in creative advocacy campaigns for social evolution. Yellow House is a place where art + action creates change. The space serves as a catalyst for personal and collective growth by displaying thought-provoking exhibitions, hosting public events, and promoting community dialogue.

**MRA - The Management Association**  
Founded in 1901, MRA is a nonprofit employer association that serves more than 4,000 employers, covering more than one million employees worldwide. As one of the largest employer associations in the nation, MRA helps its member organizations thrive by offering the most comprehensive assortment of HR services, talent management, learning and organization development opportunities, and total rewards planning to help build successful workplaces and powerful workforces. Visit www.mranet.org.

**Diversity Into Action Navigator**  
Learn about our 2019 business & community events, www.valueoffivemn.com. We are a marketing and media group dedicated to assisting local companies connect with Hispanics & other emerging markets, through media & event programming. Value of Five & Diversity Into Action Navigator; Our 5 core values that unifies us as a community- Faith | Family | Social & Economic Prosperity | Food & Entertainment.

**House of Talents**  
At House of Talents, we connect talented artisans in developing countries to consumers worldwide so that through their work, they may construct the lives they envision for themselves. We do this for them and for ourselves, borne out of the knowledge that whenever we open our hands to give, we always receive more in return - we do this for everyone’s well-being.

**Scott Kosloski**  
Scott Kosloski is a custom jewelry, sculpture and interactive experience artist focused on supporting volunteerism, inclusively diverse community building and interpersonal compassion.

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**CenterPoint Massage & Shiatsu Therapy School and Clinic**  
CenterPoint’s founders have been helping to set the massage training and therapy technique standards for professional bodywork education for over 20 years in and around Minneapolis and St. Paul, Minnesota. Our only focus is the preparation of exceptional massage and shiatsu therapists. Our certified massage therapist faculty are passionately engaged in supporting your development as a bodywork therapist. Massage therapy training is all we do and we do it well!

**Gillette Children’s Specialty Healthcare**  
Gillette Children’s Specialty Healthcare is a not-for-profit hospital and clinics specializing in family-centered care for children, adolescents, and adults with childhood onset disabilities or complex medical needs. Our expertise highlights innovative medical and surgical intervention, along with proven therapies, assistive technology, and the collaboration of compassionate healthcare professionals. Gillette promotes and engages wellness practices that create inclusion and emotional well-being.

**Nice Ride**  
Nice Ride is Minneapolis’ hometown bike-share service. We see bike sharing and fleet programs as a mechanism to permanently change the way people experience and perceive our cities, as well as the way they experience and perceive transportation. Nice Ride is a catalyst for more vibrant places where people want to work, live and play. Nice Ride stands as a working example of how our state, cities, and industries create programs that meet critical and shared public goals.

**Pepperdine Graziadio Business School**  
The Master of Science in Organization Development program offers you a global perspective on strategic change and its impact on organizational effectiveness. Designed for experienced professionals, students travel to domestic and international destinations on three different continents (China; Costa Rica; France; Malibu, California; Monterey, California; and Washington, DC) for intensive face-to-face courses, and gain invaluable field experience at Fortune 500 companies, leading-edge businesses.

**City of Portland**  
Lauded as one of the best places to live in America, Portland is one of a kind. Recognized nationally for our commitment to sustainability, our deep ties to the Pacific Northwest’s natural beauty, and our creative, eclectic spirit, the people of Portland celebrate all the things that make the region unique. And acting on the needs of Portland residents, every day the 6,000 or so City of Portland employees work together to make the city even stronger.

**Mind the Gender Gap, Inc.**  
Mind the Gender Gap, Inc., is a boutique consultancy that partners with clients to advance gender equity through data-driven strategies. Using an intersectional lens, we draw meaningful insights from qualitative and quantitative data to craft your vision for gender equity and tailor strategies to realize this vision. From assessments to strategy design to keynote speaking, we provide a range of services to meet your needs. To learn more about our services, visit us at www.mindthegendergap.org.
**Connecting Differences, LLC**
A woman-owned boutique consulting business specializing in leadership, team-building, diversity and inclusion, and cultural agility development. Our approach is wherever there are people there are differences. We help our clients connect differences from intercultural to interpersonal, making workplace inclusion real, building strong teams, and navigating complex processes through effective facilitation. We partner with you to uncover creative solutions to your organization’s challenges.

**Best Buy**
We at Best Buy work hard every day to enrich the lives of consumers through technology, whether they come to us online, visit our stores or invite us into their homes. We do this by solving technology problems and addressing key human needs across a range of areas, including entertainment, productivity, communication, food, security and health.

**Sparks of Change**
We help leaders and managers who are struggling with diversity. We provide individual coaching and customized training for teams to integrate coaching skills with a developmental model for working across difference. Clients learn to use self-management, emotional intelligence and coaching skills to build bridges for sustainable relationships across all types of difference.

**inQUEST Consulting**
inQUEST is a collective of business and Diversity & Inclusion thought leaders. We help individuals, teams and organizations think, lead and interact inclusively. We pride ourselves on each team member’s unique Diversity & Inclusion subject matter expertise coupled with our ability to serve you through a strategic business lens.

**Aspire International, LLC**
Aspire International, LLC is a diversity, inclusion and leadership consulting firm headquartered in Boston, MA and Sacramento, CA. Our purpose is to elevate the human side of business, ensuring people are engaged and business goals are being met. With affiliates in the Americas, Asia and Europe, our network of experienced consultants has the capability to create strategies and approaches that help organizations achieve their vision of building a truly diverse and inclusive workplace.

**Green Card Voices**
Green Card Voices works to create platforms across the country for first generation immigrants and refugees to share their stories in their own words.

**Thrivent**
Not for Profit Financial Services membership organization that serves Christians.

**The Winters Group, Inc.**
We create transformative, sustainable solutions for equity and inclusion. For over 30 years, The Winters Group has partnered with hundreds of Fortune 100 and non-profit organizations, educational institutions and government agencies to develop, execute, and measure strategies that lead to breakthrough results. Our core offerings are grounded in cultural competence, and include: D&I education, strategy development, organizational assessments, keynote speaking and executive coaching.

**Cook Ross, Inc.**
Cook Ross provides powerful solutions to organizations around the world in the areas of diversity, inclusion, cultural competency, leadership development, and organizational change management.

**Ion Learning**
Shavon Lindley is an award-winning career development and mentorship strategist who specializes in creating, measuring, and scaling training and mentoring programs that help create inclusive workplace cultures. She is the CEO and co-founder of Mentoring Method, and creator of Inclusion 360 and Women Evolution®.

**MESH Diversity**
MESH Diversity is a people analytics company that helps organizations seamlessly integrate Diversity Intelligence into their everyday business practices. MESH enables their clients to run D&I like a business process, with starting points, measures, goals, outcomes and actions that map to their organization’s strategic needs. With a focus on building inclusive cultures, MESH provides a Toolkit that enables even the most skilled D&I professional to better perform in their role.

**Sundance Family Foundation**
The Sundance Family Foundation works to increase family stability by supporting workforce development programs and housing initiatives.

**Centre for Global Inclusion**
The Centre for Global Inclusion is a nonprofit organization.

**Berrett-Koehler Publishers**
Berrett-Koehler is a publisher dedicated to connecting people and ideas to create a world that works for all.

**Critical Measures**
Critical Measures is a national, management consulting and training firm that specializes in diversity and inclusion and health equity matters. We were selected by the American Hospital Association as their national consultant for the #123 for Equity Program, a national effort to reduce racial and ethnic disparities in hospital care. We offer Diversity Workforce Assessments, Provider Cultural and Linguistic Competence Assessments, live training and CME accredited e-learning programs to clients.

**NashInspired**
ASL/Deaf and Hard of Hearing Consulting company. Specializing in presentations, workshops, community ed. and staff training on Equity and Inclusion for an ASL workforce.

**Quorum**
Quorum is Minnesota’s LGBTQ+ and Allied Chamber of Commerce. We work to build, connect and strengthen the LGBTQ+ and Allied business community.

**Tour de force Speakers**
Hanadi Chehbeddine is a Diversity & Inclusion expert, starting the conversation on Muslims in the workplace. She is an award-winning professional speaker and Human Rights award recipient specifically for her efforts to dismantle misconceptions and build bridges of unity. Hanadi is also a US State Department speaker. Representing Hanadi is Tour de force Speakers, a speakers’ bureau dedicated to social justice issues.

**Zaylore Stout & Associates, LLC**
Employment Law Firm, HR Consulting, Workplace Investigations, Manager/Supervisor Training
The Diversity Dashboard is an online project management system designed for diversity professionals to track activities, measure results, and report on the return on investment and the support of organizational goals. The Dashboard supports the management and tracking of events with a reporting structure at the group, division, and organization levels. Track budgets, event attendance, and event details all in one place with a custom hierarchy that makes reporting quick and easy.

Disaster Avoidance Experts
The boutique consulting and training firm Disaster Avoidance Experts empowers leaders and organizations to avoid Diversity, Equity, and Inclusion disasters. Our staff have over 35 years of experience working with clients from start-ups to Fortune 500 companies, including Aflac, Fifth Third Bank, Honda, IBM, and Nationwide. Our competitive advantage is a cutting-edge proprietary methodology that draws on the latest research in behavioral economics and neuroscience to help our clients.

Prosperity Ready
Prosperity Ready exists to develop the vast potential of immigrants to help overcome our talent shortage crisis, and to enable organizations to reflect the communities in which they serve. Let us help you build a skilled and reliable talent pipeline to fuel your organization’s growth!

Books@Work (That Can Be Me, Inc.)
Books@Work breaks down barriers, builds connections and fosters openness, trust, respect and belonging. Using facilitated dialogue around a carefully chosen piece of narrative literature, the program invites colleagues to challenge paradigms, step into each other’s shoes, reflect, consider and deepen the relationships that anchor healthy and inclusive teams and organizations.

Willis Towers Watson
Willis Towers Watson is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Together, we unlock potential. Learn more at willistowerswatson.com.

Evocent Leadership Development
Our mission is to work with you to create an environment where leaders, managers and employees can navigate disruptive change, recognizing the human and emotional impact and achieve positive results at all levels. Through training, workshops and 1x1 coaching for leaders and individuals you can increase productivity and engagement and improve alignment and success during times of significant organizational change.

Lila Kelly Associates, LLC & DiversityIntegration.com
We work with organizations to build individual and organizational cultural competencies for recruiting, interviewing, hiring and retaining a highly qualified and diverse workforce. We offer training, online training, and books that help organizations strategically identify, manage, and eliminate bias and cultural misunderstanding that create barriers for diverse applicants and employees. Human resources, organizational assessment and diversity action planning are also areas of consulting.

Kapor Center
The Kapor Center aims to make the technology ecosystem and entrepreneurship more diverse and inclusive. One of our strategies for accomplishing this is conducting, disseminating and evangelizing action-oriented research about the leaky tech pipeline to contribute to more effective, evidence-based solutions. Our “Leaky Tech Pipeline” report and interactive website is available at no charge at https://www.leakytechpipeline.com/.
MARKETPLACE EXHIBITORS

717 **Spectra Diversity**
Spectra Diversity is a technology company known primarily for the SDIA - the Spectra Diversity Inclusion Assessment™. The SDIA is an online, validated diversity and inclusion assessment that provides a window into the perspectives of individuals and their organization. It illuminates perceptions to create an opportunity for organizations to make decisions about how, where and when to move forward.

718 **Mayo Clinic**
Mayo Clinic has been recognized as the best hospital in the nation for 2018-2019 by U.S. News & World Report. Mayo Clinic is also ranked No. 1 in more specialties than any other hospital in the country. We are the largest integrated, multi-disciplinary group practice, not-for-profit medical group practice in the world with over 60,000 employees working in a unique environment that brings together the best in compassionate patient care, groundbreaking research, and innovative medical education.

815 **Menttium Corporation**
We believe in diversity, equity and inclusion! A woman-owned business since its inception in 1991, Menttium offers cross-company and internal mentoring programs to develop key talent through unlocking potential. We focus on the whole person and leverage formalized mentoring programs and leadership development offerings to help people thrive at work and in life. Join the 80,000+ women and men who have experienced the power of Menttium!

816 **Conceive Believe Achieve**
Conceive Believe Achieve (CBA), a nonprofit dedicated to educating the public about diversity and inclusion in America. Dedicated to ensuring inclusion of members of U.S. society who represent our great nation as they conceive, believe and achieve the greatness they were destined to attain. To accomplish this, we offer/rent large format pictorial displays with a corresponding syllabus for educators and organizations, which depict African American, Asian American and Native American histories.

817 **YMCA of the Greater Twin Cities**
Non-Profit Community Service Organization

818 **We Do That Promotions**
We are a promotional product company that sells tradeshow items, corporate gifts and even apparel. Minneapolis, Minnesota based We Do That! Promotions has over 1,000,000 promotional items for businesses across the country.

820 **Stop Making It Weird**
#stopmakingitweird is a campaign designed to bring awareness to unconscious beliefs and behaviors about people with disabilities, which may have good intentions but influence actions and create situations that are unnatural and bizarre—that is, weird. This campaign invites leaders, business owners, managers, and HR professionals to explore their attitudes and behaviors toward disability and provides support to build a culture that treats people as people, regardless of disability status.

822 **Forté**
Forté is a nonprofit consortium of leading multinational corporations, top business schools, professional organizations, and colleges in the US, Canada and Europe working together to launch women into fulfilling, significant careers through access to business education, opportunities and a community of successful women. Forté provides women with the tools and resources needed to achieve success throughout their careers.

2019 Diversity Award

Presented to the 2019 Diversity Award Winners, the award is custom made and handcrafted by custom jewelry, sculpture and interactive experience artist, Scott Kosloski. Visit Scott in the Marketplace of Ideas booth 400.

See the 2019 Diversity Awards Presentation Ceremony (pg. 14) during the Day 3 Closing General Session. Awards will be presented by Craig E. Samitt, MD, MBA, President and CEO of Blue Cross Blue Shield of Minnesota.

Sponsored by

Blue Cross Blue Shield of Minnesota
For 31 years, The Forum on Workplace Inclusion has served as a convening hub for those seeking to grow their leadership and effectiveness in the field of diversity and inclusion by engaging people, advancing ideas and igniting change.

The Forum is part of the University of St. Thomas in Minneapolis, Minnesota, USA. The Forum expands mindsets, skill sets, and tool sets necessary for true workplace inclusion through our annual conference, other events and programs, and our media platform.

Visit ForumWorkplaceInclusion.org to watch for new Forum opportunities.
Colgate-Palmolive is a $15.5 billion global company. Since 1806, we've been creating products that build brighter futures for everyone – our consumers, employees, partners and the communities we call home.

We are truly global. Our diverse backgrounds and perspectives help us respond to the needs and aspirations of the many millions of people we serve worldwide. We work together globally to perform at our best locally, always with unwavering integrity.

We see every day as an opportunity to improve on the last. We harness the latest advances in science and technology to deliver innovative products and advance the way we make and deliver them.

If you would like to learn more about Colgate-Palmolive, please visit our website at www.ColgatePalmolive.com.

Colgate is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, disability status, protected veteran status, or any other characteristic protected by law.