



**Partners in Diversity®**

PRESENTS

NORTHWEST  
**EQUITY SUMMIT**

— DEFINING MOMENT —  
**Where do you stand in equity?**

**PROGRAM GUIDE**

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DIVERSITY**  
Making a Difference  
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# Welcome to the 2021 Northwest Equity Summit!



It is an honor to welcome you to Partners in Diversity's inaugural NW Equity Summit. It comes at a time when our nation, especially communities of color, are mourning the loss of so many community members due to hate, injustice and disinformation.

The Summit is a chance for organizational and community leaders to learn and innovate ways to create a workplace culture where their employees of color do not feel oppressed, but safe, valued and respected.

Over the course of the two days, I challenge everyone to dig deep and answer honestly the question that our theme poses: "Defining Moment: Where Do You Stand in Equity?" I ask that you approach each session of the Summit with humility and an open mind.

Thank you for showing up and leaning in. I am grateful to the planning committee, our speakers, moderators and coaches for their guidance and energy. Thank you to the many sponsors who helped make this event possible.

I hope you leave this Summit with some valuable tools to help you in your diversity, equity and inclusion journey.

Yours in solidarity,

**Mari Watanabe**  
Executive Director

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## **PARTNERS IN DIVERSITY LEADERSHIP COUNCIL**

Karin Edwards, Ph.D., Clark College  
Jim Etzel, Sport Oregon  
DaWayne Judd  
Parna Mehrbani (Chairperson), Tonkon Torp  
Anne Mersereau, Portland General Electric  
Steve Nakana, Ph.D. (Vice Chair) Port of Portland  
Vicki Nakashima  
Chad Paulson, See's Candies  
Melinda Rogers, NW Natural  
Caitlin Upshaw, Portland Center Stage at the Armory  
Dorian Yee, Portland Patrol

## **PARTNERS IN DIVERSITY STAFF**

Dorothy Chongkit, Administrative Assistant  
Tracey Lam, APR, Director of Programs and Communications  
Mari Watanabe, Executive Director  
Faith Wilson, Program Coordinator



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#NWEquitySummit  
#PartnersinDiversity

# Agenda

**May 4, 2021**

**9:00 a.m.-9:45 a.m. PT**

## **“Ha”**

Performance by Portland Taiko

## **Land Acknowledgement**

Lisa Watson

## **Partners in Diversity 15<sup>th</sup> Anniversary, One Year Later**

Mari Watanabe, Executive Director, Partners in Diversity

Parna Mehrbani, Chair, Partners in Diversity

**9:45 a.m.-10:30 a.m. PT**

## **Good Intentions, No Action**

Rosemary Turner, President (retired), UPS North California

**10:30 a.m.-11:00 a.m. PT**

**Q&A with Rosemary Turner:** Moderated by Bill Imada, CEO, IW Group

**11:00 a.m.-11:15 a.m. PT**

## **Break and wellness activity**

**11:15 a.m.-12:15 p.m. PT**

## **DEI Unfiltered**

Dr. Tiffany Jana, Founder, TMI Portfolio, and Lily Zheng, Executive Coach

**12:15 p.m.-12:30 p.m. PT**

## **Break and wellness activity**

**12:30 p.m.-1:00 p.m. PT**

**Cross-racial Solidarity: Why White People Should Join the Movement and Why People of Color Should Welcome Them**  
Ian Haney Lopez, Author, “Dog Whistle Politics”

**1:00 p.m.-1:30 p.m. PT**

**Q&A with Ian Haney Lopez:** Moderated by Dr. Allison Davis-White Eyes, Director of Community Diversity Relations, Oregon State University

**1:30 p.m.-1:45 p.m. PT**

## **Day One Closing**

**May 5, 2021**

**8:30 a.m.-9:15 a.m. PT**

## **“Open Doors”**

Performance by Brianna Renae

**9:15 a.m.-10:00 a.m. PT**

## **Equity, Inclusion, Belonging: A Way Forward**

Mari Watanabe, Executive Director, Partners in Diversity

**10:00 a.m.-10:15 a.m. PT**

## **The How-To of Great DEI**

Nene Molefi, Founder, Mandate Molefi Human Resource Consultancy, and Alan Richter, Founder, QED Consulting

**10:15 a.m.-11:45 a.m. PT**

## **Break and wellness activity**

**11:45 a.m.-12:00 p.m. PT**

**Breakout sessions** (details on page 6-8)

**12:00 p.m.-12:15 p.m. PT**

## **Closing Ceremony**

**1:00 p.m.-5:00 p.m. PT**

## **Wellness activity**

## **Coaching Center**

# Speakers, Facilitators and Coaches

## Main Sessions



**Rosemary Turner**  
(she/her)

Rosemary retired recently as the president of UPS North California with more than 40 years of experience in transportation, supply chain and logistics services on the global scale. As president of UPS, she was responsible for the performances of more than 17,000 employees and the P&L of more than \$2 billion.

She is the deputy chair for the Federal Reserve Bank of San Francisco, a board member for SCAN, a Medicare Advantage HMO, and a board member for Oaktree Transportation Infrastructure Fund. Rosemary is a founding member of the Boys & Girls Clubs of Metro Los Angeles and is a member of the Board of Trustees of the Boys & Girls Club Pacific Region. She was also on the board of the Urban League of Philadelphia and a founding member of the Comcast/NBC Universal Joint Diversity and Inclusion Council.



**Dr. Tiffany Jana**  
(they/them)

Tiffany is the founder and CEO of TMI Portfolio, which includes TMI Consulting, Inc. and Loom the Culture Map, a collection of socially responsible and interconnected companies to advance culturally inclusive and equitable workforces. Tiffany brings extensive expertise in diversity, inclusion, leadership, using metrics to gauge organizational equity and unconscious bias.

Tiffany is the author of "Overcoming Bias: Building Authentic Relationships Across Differences," "Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion," the 2nd edition of "The B Corp Handbook," and "Subtle Acts of Exclusion: How to Understand, Identify and Stop Microaggressions."



**Lily Zheng**  
(they/them)

Lily is a diversity, equity and inclusion consultant and executive coach who works with organizations around the world to create high-impact and sustainable change. With their clients, they leverage organizational design, strategy and culture to find novel solutions to systemic inequalities.

A dedicated change-maker and advocate recently named a Forbes D&I Trailblazer, Lily writes for publications including the Harvard Business Review, Quartz at Work and HR Executive. They recently published her second book, "The Ethical Sellout: Maintaining Your Integrity in the Age of Compromise."

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# Main Sessions



**Ian Haney López**  
(he/him)

Ian is a law professor at University of California Berkeley who specializes in Critical Race Theory. His focus for the last decade has been on the use of racism as a class weapon in electoral politics and how to respond. In “Dog Whistle Politics” (2014), he detailed the fifty-year history of coded racism in American politics. He then co-chaired the AFL-CIO’s Advisory Council on Racial and Economic Justice, and co-founded the Race-Class Narrative Project and created the Race-Class Academy.

In “Merge Left” (2019), Ian explains former President Trump’s complex relationship with dog whistling and further develops the race-class response. Ian is the Chief Justice Earl Warren Professor of Public Law at the University of California, Berkeley. He has published four books and two anthologies, and has been a visiting professor at Stanford, Yale and Harvard.



**Nene Molefi**  
(she/her)

Nene is the CEO of Mandate Molefi Human Resource Consultancy. As a South African who has experienced the de-valuing impact of Apartheid, Nene has designed a model of dialogue that highlights the complexity and interplay between participant and observer in a system designed to perpetuate exclusion. She has facilitated large scale transformation processes to help organizations create a culture where shareholder value and stakeholder expectations are mutually inclusive.

Nene authored a book, “A Journey of Diversity and Inclusion in South Africa” and a number of other publications. She is an associate lecturer for Gordon Institute of Business and Science in South Africa and was a visiting lecturer at the Thabo Mbeki African Leadership Institute. She sits on the advisory board of the Auditor General of South Africa.



**Dr. Alan Richter**  
(he/him)

Alan is the founder and president of QED Consulting. He has been a consultant to organizations for over 32 years in multiple capacities, specializing in the areas of global leadership, ethics and values, diversity and inclusion, culture and change.

He serves as treasurer of The Centre for Global Inclusion. He provides strategic consulting and assessments for clients and has designed and developed innovative curricula for global diversity and inclusion, ethics and cultural intelligence. Alan is the author of the award-winning Global Diversity Game and the co-author of the Global Diversity Survey, as well as the Global Leadership Survey and the Global Gender Intelligence Assessment. He has also co-authored the Global Ethics and Integrity Benchmarks. Alan is also the co-editor of a study looking at values across cultures through the lens of comparative jurisprudence: “An Inquiry into Global Values” (Hart 2015).



# Breakout sessions

## The Foundation Group

## The Internal Group

## The Bridging Group

## The External Group

Adiya Batavia, Master Practitioner, Neuro Linguistic Programming  
Cathy Gallagher, Founder, CGL Consulting

Lillian Tsai, Founder, Tsai Comms  
Farrah Qureshi, Founder, Global Diversity Practice

Natasha Aruliah, Facilitator, JEDdi  
Gamiel Yafai, Author, Demystifying Diversity

Pam McElvane, CEO, P&L Group Holding Company  
Lynda White, President, McLeod White and Associates

# Coaching Center

**Allison Avery**, Vice President of Inclusion,  
Dow Jones

**Anahita Crawford**, Co-Founder and COO, HX  
Visionaries

**Tatyana Fertelmeyster**, Founder and  
Principal, Connecting Differences

**Brad Fortier**, Principal, Fortier Creative  
Consulting

**Joy Fowler**, Diversity and Inclusion Manager,  
Port of Portland

**Lee Gardenswartz**, Partner, Gardenswartz  
& Rowe and the Emotional Intelligence and  
Diversity Institute

**Ashlie K. Grundy**, Founder and CEO, Aim Hire

**Dr. Rosemarie Hemmings**, DEI Consultant  
and Psychotherapist, Rosemarie Hemmings

**David B. Hunt**, Senior Director, Health Equity,  
BCT Partners

**Rhodes Perry**, Founder and CEO, Rhodes  
Perry Consulting

**Nagesh Rao**, Professor and Chair,  
Department of Social Medicine, Heritage  
College of Osteopathic Medicine, Ohio  
University

**Anita Rowe**, Partner, Gardenswartz & Rowe  
and the Emotional Intelligence and Diversity  
Institute

**Rashida Willard**, Principal Executive Officer,  
Collective Work Consulting

**Kristen Wong**, Consultant, Wong Leadership  
Consulting

**Rochelle Younan-Montgomery**, Founder and  
Facilitator, Holistic Workplace Inclusion

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# Breakout details

## The Foundation Group

During this workshop participants will explore the three foundational elements of a strong DEI strategy. These elements are necessary for the effective operation of all other categories. . As a result of this session, participants will be able to identify how to:

- Develop a strong rationale for DEI vision, mission, and strategy and align it to organizational goals.
- Hold leaders accountable for implementing the organization's DEI vision, setting goals, achieving results and being role models.
- Provide visible, dedicated support and structure with authority and budget to effectively implement DEI.

Facilitators: Adiya Batavia and Cathy Gallagher

## The Internal Group

During this workshop participants will explore four categories focusing on strengthening policies, systems and processes to advance DEI. Many DEI programs have focused on internal issues addressed by the human resources function, which is where DEI has traditionally been placed on the organization chart. Consideration should be made to position DEI where it can effectively work with all other functions and departments to facilitate change.

As a result of this session, participants will be able to identify how to:

- Ensure that attraction, sourcing and recruitment is done through the lens of DEI.
- Ensure that DEI is integrated into professional development, performance management, advancement and retention strategies.
- Ensure that job design and classification are evaluated for bias and that compensation is equitable across key dimensions of diversity.
- Achieve work-life integration, flexibility and equitable benefits. Flexible work options are widely available and accessible.

Facilitators: Lillian Tsai and Farrah Qureshi

## The Bridging Group

During this workshop participants will explore four critical linkages that bridge foundational work with the internal and external functions of DEI. It would be difficult for any of the benchmarks in the other groups to be achieved without effective work in the bridging group. As a result of this session, participants will be able to identify how to:

- Ensure that all assessments, measurement and research guide DEI decisions.
- Make communication clear, simple to understand and a crucial force in achieving the organization's DEI goals.
- Educate all to achieve the level of DEI competence and confidence needed to create a diverse, equitable and inclusive organization.
- Connect the organization's DEI and Sustainability initiatives to increase the effectiveness of both.

Facilitators: Natasha Aruliah and Gamiel Yafai

# Breakout details

## The External Group

During this workshop participants will explore how the organization offers its products and services to and interacts with its customers, clients, communities and other stakeholders. The External Group is critically important because it is through an emphasis on these categories that the most direct results of the organization's DEI rationale and business impact will be shown. As a result of this session, participants will be able to identify how to:

- Be proactive in working with community, public and private partnerships, government and society at large, and through philanthropy that will advance social and economic progress of underrepresented groups.
- Embed DEI in services and products development to serve diverse customers and clients.
- Integrate DEI into marketing and customer service.
- Practice responsible and ethical sourcing. Develop and nurture underrepresented suppliers.

Facilitators: Pam McElvane and Lynda White

# Virtual Attendee Hub Guide

**The Virtual Attendee Hub for the 2021 Partners in Diversity NW Equity Summit is your go-to location for attending the conference.**

Please visit our Google Docs Virtual Attendee Hub Guide: <https://bit.ly/3mP1Wvg>

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## Moderators and Emcee

Bill Imada

Dr. Allison Davis White-Eyes

Wayne Garcia

## NW Equity Summit Planning Committee

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# About Partners in Diversity

Partners in Diversity® (PiD) works with employers to address critical needs for achieving and empowering a workforce that reflects the rapidly changing demographics of the Pacific Northwest. We accomplish these goals through educational programs, a career center and resources for CEOs, human resources professionals and diversity influencers. PiD also helps recently relocated professionals of color connect with the multicultural community through major networking events such as our signature Say Hey!® event, civic engagement opportunities, social media and personal relationships.

Partners in Diversity conducts regular scientific research that inform the ways in which Oregon and southwest Washington employers can successfully diversify and retain multicultural talent. The Workforce Diversity Project, completed in 2017, and the Diversity Retention Project, completed in 2020, reveal key findings to why employers struggle with recruitment and retention, and provide solutions to better recruiting and retention strategies.

Partners in Diversity is a membership-based organization that operates as an affiliate of the Portland Business Alliance Charitable Institute, a 501 (c)(3) nonprofit organization.

## CONTACT US

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## NW EQUITY SUMMIT

DEFINING MOMENT  
**Where do you stand in equity?**

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