

Uncomfortable

Conversations that Ignite **Change**



DIVERSITY
LEADERSHIP ◆ ALLIANCE

*Social Justice Conference on Systemic Racism,
Equity, and Belonging*

Thursday & Friday October 29th - 30th 2020 9:00am - 3:00pm



Your difference makes a difference.

Thank you for your dedication to equity and social justice.



Uncomfortable Conversations that Ignite Change

Social Justice Conference on Systemic Racism, Equity, and Belonging



Marion Kelly
Co-Founder
Director, Community Affairs
Mayo Clinic

WELCOME Co-Founder Welcome

Good day Diversity Leadership Alliance (DLA) champions. As one of the founders of the DLA I would like to welcome you to this 19th Diversity Leadership Alliance Annual Conference: "Uncomfortable Conversations that Ignite Change." I hear in my mind, my co-founder the late Christine French saying to me, "Marion, hold on! This is going to be a long ride with twists and turns, hills and valleys. We may not see the fruits of our efforts, but our children and grand-children will be the beneficiaries..."

We have come to a place in 2020 where we need to ignite and hardwire change we want to see. Who knew that this moment would arrive in the middle of a worldwide pandemic? But there is so much more driving this historic social movement: another senseless murder of an unarmed Black man, a climate of racial divisiveness, a fraction between the left and the right, the moral majority and the silent minority and expanding gap in socioeconomic conditions. All of these were contributing factors that have led us to this opportunity that demands our attention today. A Dialogue Series on Systemic Racism, Equity, and Belonging has never been more timely.

We have responded to you, our community. DLA endeavors to take the lead in creating a space and place for civil dialogue, difficult conversations, cultural understanding, identification of our pain and ways in which to heal. Stay with us over the next two days. There is something here for everyone.

Will we fight as enemies and perish as fools, or will we fight to find resolve in our differences, and build a community where each of us are equally respected, equally accepted and equally empowered? The decision is ours, collectively.

Yours Truly,

Marion K. Kelly, Co-Founder
Diversity Leadership Alliance



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The Mission of Diversity Leadership Alliance is to guide leaders in the transformation of culture to build an inclusive community where each individual is equally respected and empowered.

2020 CONFERENCE CO-CHAIRS

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Vello Tutoring Program
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In the year since our last DLA Conference our country has confronted the uncomfortable truths that impact social justice and rights of all people to live in a diverse and inclusive society. As Conference Chairs, we knew this year's Conference needed to offer a space for meaningful dialogue that met this moment head on, without circumventing the high-stakes situation we as a society find ourselves in, and without apathy and avoidance.

It is our perspective that this year's DLA Conference will be a positive space for community members of all backgrounds and beliefs to engage with uncomfortable conversations that ignite change in our social circles, work environments, and personal relationships. We will host national speakers with high powered messages related to race, discrimination, and healing. And our pivot to a virtual conference space provides a new opportunity to engage more participants and channel the messages further than before.

Together, we will continue to confront the harsh realities in our country, learn how we can all be an agent of change, and begin the path to healing. The work is ongoing and often abstract, but through purposeful dialogue, learning and action we can and will cultivate a new, lasting change that starts with you.

**DIVERSITY & INCLUSION
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EXCELLENCE IS DIVERSITY

Diversity is essential to providing excellence to our clients. Investing in diversity and inclusion is more than smart business—it is who we are.

Perkins Coie is pleased to sponsor the 19th Annual Diversity Leadership Alliance Conference and Awards Luncheon. We proudly support its goal of fostering "Uncomfortable Conversations that Ignite Change."

2020 CONFERENCE DETAILS

EQUITY INCLUSION BELONGING

2020 CONFERENCE DETAILS

Uncomfortable Conversations that Ignite Change is a two day conference designed as a safe space and place to listen and learn. This virtual conference will take all of the pain, hurt, anger, fear and emotion that we are all feeling and harness that energy into a powerful tool of action, where through meaningful and healing dialogues, we can bring about sustainable change. In order for true progress to be made, difficult and sometimes uncomfortable conversations must be had around the topics of systemic racism, bias, privilege, equity and allyship. Join us with open minds and kind hearts as we stand together for justice and equity for all.

ABOUT DLA

Diversity Leadership Alliance is the premier Diversity Education organization in Arizona. We provide thought-provoking diversity training, leadership guidance and continued support to help cultivate an inclusive community where each individual is valued and respected.

KEY STRATEGIES & PROGRAMS

WORKSHOPS - Monthly workshops, with attendance averaging over 175 plus attendees per month, featuring world-class diversity practice leaders who promote leadership skills and educate attendees on a wide variety of topics. Participants gain valuable tools and information that can be implemented in their organizations and community. We were able to smoothly transition to a virtual format successfully with our 2020 workshops and embarked on a 5-part virtual dialogue series.

YOUTH LEADERSHIP ACADEMY

The Youth Leadership Academy assists High school students transitioning from school to work, as well as provide them with tools and resources to help build leadership skills. Students receive resources, funding and guidance to pursue higher education. Funded by Mountain Park Health Center and Maya Cinemas.

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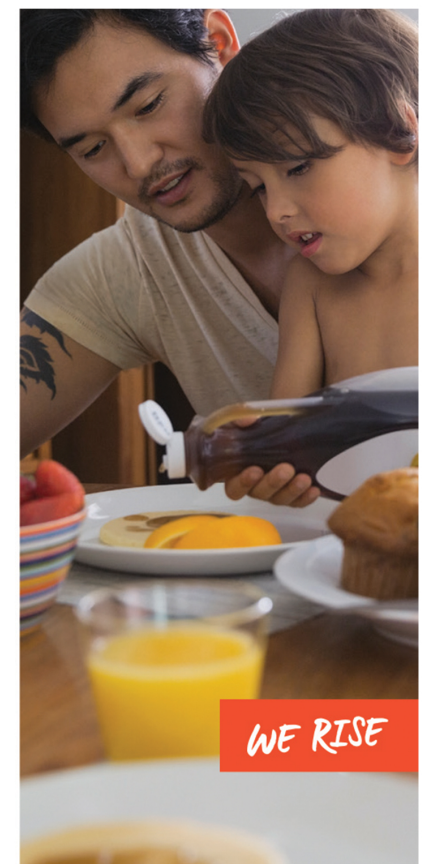
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2020 CONFERENCE AGENDA AT-A-GLANCE

DAY ONE

9:00 - 10:00 A.M.

OPENING SESSION KEYNOTE
“Leading Differently in Difficult times”
Mayor Corey Woods, Dr. Michelle Halyard and Terros CEO Peggy J. Chase.

10:30 - 12:00 NOON

WORKSHOP #1
Trauma of Racism and Discrimination

12:30 - 1:45 P.M.

WORKSHOP #2
Co-Conspiracy for Social Justice

2:00 - 3:00 P.M.

CLOSING SESSION
PANEL DISCUSSION
“Am I My Brother’s Keeper”

DAY TWO

9:00 - 10:00 A.M.

OPENING SESSION
2020 Diversity and Inclusion Awards

10:30 - 12:00 NOON

WORKSHOP #3
HEALING from the Trauma of Racism and Discrimination

12:30 - 1:45 P.M.

WORKSHOP #4
A Culture Revolution - Shifting the Culture of Diversity and Inclusion

2:00 - 3:00 P.M.

CLOSING SESSION
PANEL DISCUSSION
“A Generation of Oppression”



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#DLA2020

Thursday, October 29th

WORKSHOP #1 10:30 AM Trauma of Racism and Discrimination

Trauma is an experience that is felt worldwide and happens in every community, among every race and at all socio-economic levels without discrimination. Approaching the topic of the trauma experienced from racism and discrimination is difficult, especially overlaid in our current pandemic climate. But we must talk about it, as the trauma is having a profound effect on our work, families, interactions with each other, relationships, health and overall well-being. In this important workshop, you will learn to be mindful and open to others lived experiences and approach racism differently with compassion and consciousness while discovering ways to foster deeper understanding.

PANELISTS

Dr. Michelle Melton, Clinical Psychologist - Panel Moderator




Dr. Michelle Melton is a Licensed Clinical Psychologist practicing in the Phoenix Metro area. She has been in the mental health field for over 15 years providing services in a variety of settings including private and state psychiatric hospitals, substance abuse recovery programs, community mental health settings, and the Department of Veterans Affairs. Dr. Melton provides trainings in the public and private sectors on mental health hygiene, organizational development, and diversity education and leadership. Dr. Melton's aim is to use psychological sciences and professional knowledge to improve the condition of individuals, organizations, and communities. By enterprising diversity and inclusion, she seeks to facilitate personal transformation and institutional innovation. Learn more about Dr. Melton's work at www.meltonpsych.com

Dr. Ernesto Reza, Clinical Psychologist.

Dr. Ernesto Reza is a Licensed Clinical Psychologist who graduated from the Arizona School of Professional Psychology at Phoenix, Arizona. He specializes in working with older Spanish speaking persons. As a bi-cultural, bi-lingual Latinx male he understands the process of having to navigate dual group membership. In his clinical work, he has utilized personal experiences of feeling excluded by the majority culture to develop an awareness of how our own culture influences interactions with others. He believes that minority identity development is fluid and changes across time. As such, it is incumbent on helping professionals to develop an awareness of the historical backgrounds of different people and the social contexts related to race, gender, and culture. His multicultural background and clinical experiences centers on the understanding that we are all equipped with the ability to experience peace, love, acceptance compassion, joy, and connection to others. Awareness of how we consciously perceive hurt, pain, sadness, and loss allows space for us to enjoy the complexities of life. To achieve a fair, just, and inclusive society he believes that we must consider the broader socio-political context (e.g., class, race, gender, and sexual orientation).

Dr. Shirley Yang - PsyD. Psychologist - Arizona Sate University Counseling Services.

Dr. Shirley Yang is a member of the Diverse and Inclusive Arizona State University Counseling Services Team. Her professional interests and specialties include adjustment and life transitions, mindfulness based interventions, mood disorders, supervision and training, and trauma. She administers Theoretical Orientation, practices Integrative, Cognitive Behavioral Therapy (CBT), Mindfulness-based Cognitive Therapy (MBCT), Dialectical Behavioral Therapy (DBT), and Acceptance and Commitment Therapy (ACT). She earned her Doctor of Psychology (PsyD) from Midwestern University, Glendale and has been a licensed Psychologist since 2018.

-  Learn to be mindful and open to others lived experiences.
-  Foster deeper, more meaningful understanding.
-  Approach Racism with compassion and consciousness.



Thursday, October 29th

WORKSHOP #1 12:30 PM Trauma of Racism and Discrimination

Trauma is an experience that is felt worldwide and happens in every community, among every race and at all socio-economic levels without discrimination. Approaching the topic of the trauma experienced from racism and discrimination is difficult, especially overlaid in our current pandemic climate. But we must talk about it, as the trauma is having a profound effect on our work, families, interactions with each other, relationships, health and overall well-being. In this important workshop, you will learn to be mindful and open to others lived experiences and approach racism differently with compassion and consciousness while discovering ways to foster deeper understanding.

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Dr. Veenod Chulani, Section Chief - Adolescent Medicine - Phoenix Children's Hospital.

Dr. Chulani is one of only a handful of specialists in Arizona who specializes in working with gay, lesbian, bisexual and transgender (GLBT) youth, including those seeking cross gender hormonal therapies. Dr. Chulani is Section Chief of Adolescent Medicine at Phoenix Children's Hospital and received his medical degree from Ateneo de Davao University and completed his pediatric residency training at Maimonides Medical Center, Brooklyn, New York where he also served as chief resident. Dr. Chulani completed clinical and research fellowships in Adolescent Medicine at Children's Hospital Los Angeles and an academic fellowship in Youth Violence Prevention from the California Wellness Foundation's Violence Prevention Initiative. He obtained his Master's in Medical Education from the University of Southern California - Keck School of Medicine and maintains a strong interest in medical education. Dr. Chulani is board certified in Pediatrics and Adolescent Medicine. His clinical and research interests include adolescent sexual and reproductive health, including the care of gay, lesbian, bisexual transgender and questioning youth (GLBTQ) and eating disorders and he has lectured nationally and internationally on a host of topics related to Adolescent Medicine.

Dr. Michael Do, MD. Board Certified Pediatrician.

Dr. Michael Do is a Pediatrician at Valleywise Health in Phoenix, Arizona and the Director of the Valleywise Pediatric Refugee Clinic. He is also an Assistant Professor with the Creighton University School of Medicine and the University of Arizona College of Medicine - Phoenix. Dr. Do received his undergraduate degree from Baylor University and medical degree from University of Texas Medical Branch. He completed his residency in Pediatrics at the Phoenix Children's Hospital / Maricopa Medical Center Pediatric Residency Program. His professional interests include refugee/immigrant health, global health, and legislative advocacy.

Dr. Do and his team at Valleywise Health Refugee Clinic produced a series of videos in languages including Arabic, Burmese, Kirundi and Swahili.

We belong to each other. Together, regardless of race and beyond race, we must want what is right for each other, aspire for better, and work for greater if we are to leave the generations of youth that will come after us a just and equitable society.



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WORKSHOP #2 10:30 AM & 12:30PM Co-Conspiracy for Social Justice

Co-Conspiracy for Social Justice is about taking allyship and advocacy to the next level of action by taking direct responsibility for the power that we each hold and can harness to transform our current systems and spaces. In this workshop you will learn how to be a bold and fierce ally and advocate who is willing to disrupt the status quo and truly challenge yourself to become better partners working alongside people of color to stand in solidarity with marginalized communities and movements. It is a mindset shift of the genuine and authentic ways in which you show up and how you can leverage your power and privilege to ignite change.

PRESENTER

Deanna Singh - Chief Change Agent Uplifting Impact.

Deanna Singh is an accomplished author, educator, business leader, and champion for marginalized communities. As the Founder/Chief Change Agent of Flying Elephant, Deanna consults with individuals and companies that are looking to make a positive difference in the world. She is known for giving clients the tools and courage to imagine, activate, and impact the world as agents of change. A social entrepreneur at her core, Deanna is always at the forefront of social change. She has established and operated multiple social innovations, including the NYC office of LIFT which helps people find a way out of poverty for good; Milwaukee's Street Law Program, an interactive legal program that has taught over a thousand Milwaukee students basic legal knowledge; and Birth Coach Milwaukee, which provides doula services for women who otherwise could not afford them. Singh earned her Bachelor of Arts in Urban Studies from Fordham University, a Juris Doctorate from Georgetown University, and a Master's in Business Administration from the University of Wisconsin, Madison. She is also the author of two children's books, I am a Boy of Color, and I am a Girl of Color and a business book, Purposeful Hustle. Learn more about Deanna's work at www.deannasingh.com

Tondra Richardson - University of Phoenix - Moderator

"The World is a dangerous place to live; not because of the people who are evil, but because of the people who don't do anything about it."

- Learn the difference between being a Co-Conspirator and ally.
- Discover how to be bold and fierce in your advocacy.
- Define the mindset shift needed to ignite change.



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Thursday, October 29th

PANEL DISCUSSION 2:00 PM

Am I my brother's keeper?

Am I my brother's keeper – Navigating Society as a Man of Color in America.

This personal and insightful panel will give you a glimpse into a day in the life of what it's like to be a Man of Color navigating Society in America. It is a tale of being relegated to a set of stereotypical characteristics, a monolithic group, where individualism is non-existent. As they have moved through their lives, education and careers many have faced obstacles that have almost broken them, challenged their man-hoods and made them wonder why the skin they were born in is so gravely disrespected, dishonored and feared in American Society.



Dr. Ray A. Ostos, Ed. D. - District Director for Student Affairs at Maricopa County Community College District. - Panel Moderator



Tyler Walls, Onondaga/Hopi - Project Director, Cultural Humility Trainer, Indigenous Vision.



Carlos Mavins Jr. - Founder and CEO Bridge To Leadership.



Dr. Rudy Guevarra Jr. - Associate Professor and honors faculty of Asian Pacific American studies Arizona State University.



Alberto Olivas - Executive Director, Pastor Center for Politics and Public Service.

Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.



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MANY VOICES.
ONE COMMUNITY.

We're better together, and our communities are richer and stronger when we celebrate our differences. That's why we're honored to partner with organizations like Diversity Leadership Alliance. Together, we're one community.



Friday, October 30th

WORKSHOP #3 10:30 AM Healing Trauma of Racism and Discrimination

Racial trauma can be caused by major life experiences of racism such as harassment, workplace discrimination, a hate crime, or even a layering of other smaller incidents such as everyday discrimination, bias and micro aggressions. This critical workshop is Part II to the important work done on day one, as we talked through the traumatic effects that racism and discrimination can have on our lives. In this workshop, we will create much needed space to build genuine connectivity and process through our own narratives so that we can begin a holistic journey of true healing. We will then unpack and humanize the fears associated with addressing emotional and mental health issues especially in the workplace and examine the injuries that we have all experienced in life and what we must now do to recognize and repair them.

PANELISTS

Dr. Michelle Melton, Clinical Psychologist - Panel Moderator

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Dr. Lesley L. Williams, MD - Board Certified Family Medicine Physician.

Dr. Lesley Williams is a board-certified Family Medicine physician. She received her Doctor of Medicine degree from the University of Kentucky College of Medicine and completed her Family Medicine residency training at Mayo Clinic Arizona. She has worked primarily providing medical care in mental health settings for over 15 years. Dr. Williams currently serves at the Medical Team Lead for Banner Behavioral Health Hospital in Scottsdale, AZ. She was recently selected to be a 2020 fellow for the University of California Irvine's Primary Care Psychiatry Program.

Dr. Williams is also a Certified Eating Disorder Specialist. Her areas of special interest include: Health Equity and Health at Every Size Advocacy. Dr. Williams was recently appointed as a member of the Academy of Eating Disorder's Diversity, Equity and Inclusion committee. Due to her hard work and dedication in the eating disorder field, in 2018 Dr. Williams was named as one of the Top 80 Female Eating Disorder Leaders in the United States.

Dr. Lauren C. Taveras, PsyD. - Coral Valley Health.

Dr. Taveras is a bilingual, bicultural, licensed clinical psychologist and founder of Coral Valley Psychological Services, a private practice dedicated to addressing the psychosocial concerns of individuals, couples, and families, with a special emphasis upon the Latino/a immigrant community. In addition to psychotherapy, Dr. Taveras conducts immigration-related psychological evaluations in Spanish and English for detained and out-of-custody immigrants seeking asylum in the U.S.

Dr. Taveras graduated with a Doctorate of Psychology from Long Island University, where she also taught as an adjunct instructor, offering psychology theory and assessment courses at the undergraduate and graduate levels. She holds Masters degrees in Counseling Psychology from Columbia University Teachers College, as well as in Education from Pace University. Prior to her career as a mental health professional, she was a dual language educator and instructional coach in NYC public schools. As a Dominican-American, she was raised in a bilingual, bicultural home; building multicultural competency is an ongoing value at the center of her practice. Learn more about Dr. Taveras and her practice at www.coralvalley.health

"Not everything that is faced can be changed. But nothing can be changed until it is faced."

Friday, October 30th

WORKSHOP #3 12:30 PM Healing Trauma of Racism and Discrimination

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Dr. Vicky T. Lomay, Dine Psychologist - Tsinajini Psychology Services

Dr. Lomay is a licensed psychologist in Arizona. She specializes in providing psychological services to American Indian communities. For over two decades, she has focused on developing and interweaving culturally appropriate methods into her direct clinical work including assessments, evaluations, and individual psychotherapy. Dr. Lomay's professional contributions include published works on developing and understanding cultural competency in neuropsychological/neurorehabilitation settings and understanding indigenous perspectives of hallucinations, visions, and dreams. Growing up on the Navajo Nation in Northern Arizona, she continues to maintain strong ties to tribal traditions and language. The principles and values of her Diné identity continue to inform and guide her personally and professionally. www.tsinajinipsych.com.

-  Build genuine connections to yourself and each other.
-  Develop a process to work through your own narrative towards a holistic journey.
-  Recognize, repair and hear from experienced life injuries.

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WORKSHOP #4 10:30 AM & 12:30PM

Culture Revolution- Shifting the Culture of Diversity and Inclusion

A psychological disorientation to the corporate status quo, a culture shift is a repositioning of individual beliefs, thoughts and behaviors. It is a process of transformation for becoming part of a new and improved normative behavior. Change, although difficult is necessary especially for an organization to approach the work of Diversity, Equity and Belonging in new and innovative ways. In this next level workshop, you will learn the vital tools necessary to create a cultural turning point within your organization to grow your DEI efforts, shifting paradigms to create a movement of leading differently.

PRESENTER



Mark W. Murphy - Senior Consultant | Bias & Inclusion Trainer | Author FranklinCovey

Mark Murphy has been with FranklinCovey for 27 years and loves the job because he can connect with clients, understand their culture and learning objectives, and then help them create well-tailored solutions that align with their culture and long-term objectives. He speaks Spanish fluently and has facilitated content in South Texas, Mexico, Argentina and Puerto Rico. Mark has a B.S. in Marketing from BYU with minors in accounting, economics, and Spanish as well as a Master's in organizational behavior/ industrial psychology from BYU's Marriott School of Management. He is also a member of the Sigma Delta Pi honor society, a member of the Beta Gamma Sigma honor society, and Co-authored a white paper called "Project Diversity: Disaster or Dynamic".

Mark is the co-author of an exciting new book now available on unconscious bias, published by Simon & Schuster. As a FranklinCovey thought leader on diversity and inclusion, he is responsible for certifying facilitators—both client and FranklinCovey consultants--on the Unconscious Bias: Understanding Bias to Unleash Potential work session.



Jacque Starks - Diversity and Inclusion MCCCDC - Moderator

Culture does not change because we desire to change it. Culture changes when the organization is transformed – the culture reflects the realities of people working together everyday.

- Learn how to reposition your individual beliefs, thoughts and behaviors.
- Create a cultural turning point within your organization.
- Shift existing paradigms to create new practices and programs.



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PANEL DISCUSSION 2:00 PM **A Generation of Oppression**

This panel will explore a generation of oppression and raise the awareness of the mistreatment of marginalized populations and people in America's history. Panelists will explore through historical context, where we have been, what we are experiencing now and most importantly what we must evolve into, in order for systemic change to become a part of our future. Hear varied perspectives on the important movements that have shaped the social justice landscape of our country and how moving together as one unified people is going to be the only way to liberate ourselves.



Sage Ke'alahilani Quiamno - CEO and Co-Founder | Future for Us
Panel Moderator



Dr. Roy Whitmore, PhD. Implicit Bias Scholar, Chair, School of Business - University of Phoenix



Souta Calling Last - Executive Director, Cultural Humility Trainer Indigenous Vision



John Lored - Political Consultant and former Arizona House Representative

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Together—we are better at solving problems, creating solutions and building healthy communities.



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SHRM of Greater Phoenix (SHRMGP)
Metro Phoenix
Website: <http://www.shrmgp.org/>



Prescott Area Human Resources Association (PAHRA)
Prescott and surrounding areas
Website: <http://www.pahra.shrm.org/>



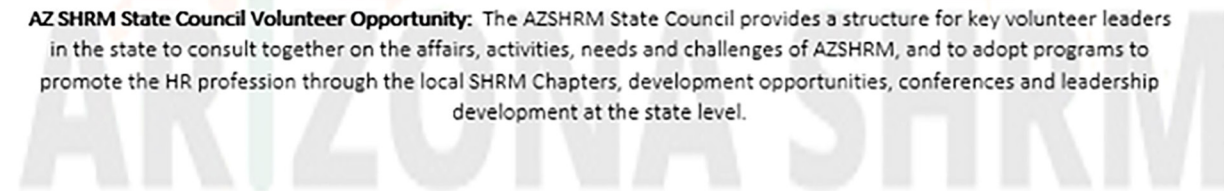
Northern Arizona HR Association (NAHRA)
Flagstaff and surrounding areas
Website: <http://www.nahra.org/>



SHRM of Greater Tucson (SHRMGT)
Metro Tucson
Website: <http://www.shrmgt.org/>



AZ SHRM State Council Volunteer Opportunity: The AZSHRM State Council provides a structure for key volunteer leaders in the state to consult together on the affairs, activities, needs and challenges of AZSHRM, and to adopt programs to promote the HR profession through the local SHRM Chapters, development opportunities, conferences and leadership development at the state level.



DLA EDUCATION COMMITTEE



Dr. Mallery Tytel



Betty Thompson



Dr. Brent Scholar



Alethea Session



Shannon Walker



Kristen Walker



Tyree Boze



Jacque Starks



Tondra Richardson

Telling Our Story: The Diversity Leadership Alliance Education Committee

If you want to go fast go alone. If you want to go far go together

2020 DLA YOUTH LEADERSHIP ACADEMY

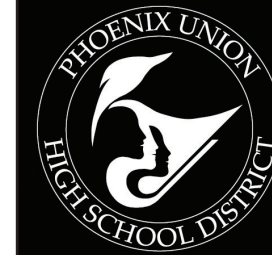


Lee Barnett
DLA Board member
Youth Academy Chair



Dominic Bartola
DLA Board member
Youth Academy Chair

We are honored to serve as co-chairs for the DLA youth leadership program. While this year will certainly be a challenge with our esteemed youth, we have nonetheless found innovative solutions in order to provide students best in class program in a virtual format. Also, schedules may be changing towards the end of 2020, and we are confident that 2021 will be able to provide even more opportunities. To date, we have provided over \$200,000 in scholarships to under deserved, minority and diverse juniors and seniors looking to maximize their opportunities in higher education and beyond. Thanks to our incredible sponsors, volunteers and of course our phenomenal school counselors we are proud to represent the DLA Youth Leadership for this year's alternative virtual conference! - Dominic and Lee, DLA Youth Leadership Co Chairs.



**PHOENIX UNION HIGH SCHOOL DISTRICT
& THE DLA YOUTH COUNCIL**

PARTNERS IN DEVELOPING LEADERS SINCE 2007



There is beauty in diversity, hope in inclusion
and power in unity.

WE ARE

**HERE FOR
EVERYONE**

**Diversity and Inclusion
Award Finalists**

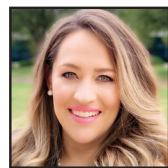
ADP

- Banner Health
- Cecilia Chavez
- Coconino County
- Cox Communications
- CSAA Insurance Group
- Desert Botanical Garden
- Dr. Marie Peoples
- Eric M. Bailey
- Erica Maxwell

Healing Racism Committee

- Jackson A. Whitaker
- Jacque Starks
- Mountain Park Health Center
- Myoshi Maul
- Rafiqulla Patan
- Salman Ahmed
- UA College of Medicine - Phoenix
- Van Nguyen

2020 Awards Chair Message



Lorena Castro
Awards Committee Chair
AZSHRM

We have been honored to serve on the DLA/AZ SHRM Awards Committee for the 19th Annual DLA Conference and Diversity Awards. We have all been experiencing our own journeys over the past year and we were unsure we could have an award ceremony this year. We were overjoyed as the nominees came rolling in, and we saw the amazing work that was still happening in our community around Diversity, Equity, Inclusion and Social Justice. Without all of us having the Uncomfortable Conversations in our lives, nothing will change.



Dr. Brent Scholar
Awards Committee Chair
DLA

Our 2020 Nominees have demonstrated that even in the toughest of times there is always time to serve others and to make our world a more inclusive place to live. We would like to thank all of the DLA/AZ SHRM Award Committee members for their hard work and dedication to ensure the show went on. Thank you everyone for your continued work in Diversity and Inclusion.



OUR 2020 CONFERENCE PARTNERS



2020 DLA CONFERENCE PLANNING COMMITTEE

SPECIAL THANKS

Joanna de'Shay, Executive Director
Marion Kelly, DLA Co-Founder & Executive Board
Essen Otu, DLA Board of Directors
Phil Pangrazio, DLA Board of Directors
Lee Barnett, DLA Board of Directors | Youth Academy
Dominic Bartola, DLA Board | Youth Academy
Michelle Gray, DLA Board of Directors
Barry Stratford, DLA Board of Directors
Dr. Mallary Tytel, DLA Board | Education Committee Chair
Francisco Lucio, DLA Board of Directors
Leslie Scott, DLA Board of Directors | Treasurer
Elouise Nathaniel, Conference Co-Chair
Reid DeSpiegelaere, Conference Co-Chair | DLA Board
Dr. Brent Scholar | Co-Chair, Awards Committee
Lorena Castro | Co-Chair, Awards Committee
Aubrie Anderson
Christy Sholola
Claudia Mendoza
Daniel Flicker
Victoria Stinson
Linda Facio
Sonja Talley
Jacque Starks
Gabriela Woody
Kamana Khadka
Terry Mitich
Janina Hogans
Kellee Salas
Ronda Lewis
Gina Desai

Keena McIntosh
Christian Harris
Chantel West
Kristen Morgan
Jasmine Sanchez
Jeff Shewan
Tikki Carmichael
Mary Gilliss
Kim Phillips
Christian Fadel
Julie Fink
Betty S. Thompson
Sam Dias
Shauniece High
Tondra Richardson
Kara Saliba
Joan M. Turner
ASDDesign, Graphic Design
USAA CONFERENCE DAY VOLUNTEERS
- David Booth
- Valerie Crawford
- Kamarese Hairston
- Gayle Harvey
- Brandi Havir
- Ashurina Kelsey
- Dustin McAdams
- Laura Morales
- Rahul Sharma
- Samantha Tardieu
- Terra Thrash



**RESPECTING DIVERSITY IN OUR
INCLUSIVE WORKPLACE.**

At USAA, we recognize that employee and company performance are at their best when inclusion is embedded into the culture. To promote inclusion, USAA offers and utilizes eight different Diversity & Inclusion Business Groups. These groups were formed around diverse individuals including: African American, Asian/Pacific Islander, Hispanic/Latino, LGBTQ+, Military Veterans, Women, Women in IT, and People with Disabilities.

USAA seeks to attract, develop and retain diverse talent at all levels and casts a wide net to source the very best talent.

Join our Phoenix team today at usaajobs.com



Uncomfortable

Conversations that Ignite **Change**



*Social Justice Conference on Systemic Racism,
Equity, and Belonging*

Thursday & Friday October 29th - 30th 2020 9:00am - 3:00pm

