

# Uncomfortable

Conversations that Ignite **Change**



Social Justice Conference on Systemic Racism,  
Equity, and Belonging

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**WEDNESDAY, THURSDAY, FRIDAY • NOVEMBER 17-19, 2021**

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# Your difference makes a difference.

Thank you for your dedication to equity and social justice.





Marion Kelly  
Co - Founder  
Director, Community Affairs  
Mayo Clinic

## 2021 CO-FOUNDER MESSAGE

### 20TH ANNIVERSARY DLA CONFERENCE

We are thrilled to be celebrating our 20th anniversary this year, and what a year it has been! We are also grateful to all of you for your continued support of our annual conference and the deep dive we do at conference around various topics of Equity and Inclusion.

While the events of 2020 and 2021 have been trying and heartbreaking, they have also been motivating.

If anything, the past two years have deepened our resolve and commitment to dismantling systemic racism in all its forms.

At Diversity Leadership Alliance, our goal has always been to provide a forum for diversity and inclusion dialogue, as well as offer learning opportunities to enhance professional development, understanding, promotion, and management of diversity as an essential part of business success.

Organizations that understand, recognize and value diversity can attract and retain top talent, as well as have a competitive advantage in the marketplace.

At our 20th anniversary conference, you will discover how you can get involved and become an agent of change in your own life.

Because if there's one thing this last year has taught us, it's that we need more people speaking up in support of equity and inclusion.

We need to raise our collective voice loud enough so that we drown out the hate - and we need to get to work in undoing the havoc that racism has wreaked throughout this country.

I can't wait to see what the next 20 years brings. Can we count on you to join us in this long but oh-so-worthwhile fight?

Marion K. Kelly, Co-Founder  
DLA Co-Founder  
Director, Community Affairs  
Mayo Clinic



## 2021 / 2022 DLA BOARD OF DIRECTORS



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Executive Director  
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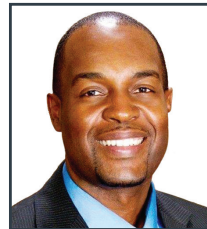
**Dr. Mallary Tytel**  
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Director, Diversity and  
Inclusion  
University of Phoenix





## 2021 CONFERENCE CO-CHAIRS

Tikki Carmichael  
2021 Co-Chair



Reid DeSpiegelaere  
2021 Co-Chair

We know that our society holds uncomfortable truths about race, identity, gender, and inclusion, and we believe it is imperative to confront these truths as an empowering step toward reconciliation, justice, and a more inclusive culture where all can thrive. The work we do at Diversity Leadership Alliance will take you on a deep dive into these pervasive and uncomfortable truths, and ignite sweeping change through uncomfortable conversations and profound dialogue.

This year's conference is a continuation of our 2020 theme, which is relevant now more than ever...and the dialogue must continue! As Conference Chairs, we seek to provide a safe and inviting space for work place professionals, community members, and local youth to come together and engage in a multi-format conference that confronts injustice head-on. We seek to promote change across our community...change that will endure for years to come. We are thrilled to be hosting a slate of powerful speakers from national and local backgrounds, all of whom are ready to work with attendees through educational dialogue and actionable takeaways.

Together, we will learn how to confront uncomfortable truths and be agents of change, walking on the path toward healing and reconciliation. The work is ongoing and often abstract, but through purposeful dialogue we will propagate a more diverse, equitable, and inclusive future for all.

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## 2021 CONFERENCE DETAILS

EQUITY

INCLUSION

BELONGING

### CONFERENCE THEME

Diversity Leadership Alliance continues our important work around systemic racism with the 20th annual conference, “Uncomfortable Conversations that Ignite Change – the dialogue continues”. The three-day, all virtual Conference and Diversity Awards is a safe space and place to listen and learn and will identify, address and eradicate the deep-rooted, insidious nature of racism by harnessing the powerful tool of Education and dialogue. We will dig deeper into the systems of inequities we see in Education, Healthcare, Food Accessibility/Insecurity, Technology and Mental Health. By having these meaningful dialogues, we hope to eliminate some of the racist thoughts, behaviors, and actions within various systems, encourage advocacy and social justice and promote authentic, sustainable diversity, equity, and inclusion practices and programs.

DLA is calling on all advocates, allies and activists to join us with open minds and kind hearts as we stand together for Justice and Equity for All.

### KEY STRATEGIES & PROGRAMS

WORKSHOPS - Monthly VIRTUAL workshops, with attendance averaging over 200 plus attendees per month, feature 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 all in our new virtual format.

### 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.

### 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.

Diversity Leadership Alliance,  
13835 N. Tatum Blvd., Ste. 9-457, Phoenix, AZ 85032-5582  
[www.diversityleadershipalliance.org](http://www.diversityleadershipalliance.org)

## OUR 2021 CONFERENCE PARTNERS

### CHANGE AGENTS \$20,000



### PARTNER LEVEL SPONSORS \$10,000



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WEDNESDAY, NOVEMBER 17, 2021

**AWARDS 6:00 – 8:00 PM**

## 20TH ANNIVERSARY DIVERSITY AND AWARDS CEREMONY

DLA and AZ SHRM - Co-Chairs  
Dr. Brent Scholar and Ms. Lorena Castro

### OPENING PERFORMANCE / VIDEO

Special Musical Guests

### Check Your Blind Spots

### AWARDS CEREMONY

Celebrating and Honoring our Diversity Champions

## 2021 DIVERSITY AND INCLUSION AWARD FINALISTS

### YOUTH INCLUSION LEADER

Guadalupe Martinez  
Jazmine Reyes

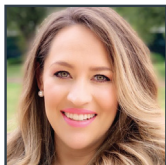
### DIVERSITY LEADER

Angela Salazar  
Armando Ruiz  
Dr. Lois Brown  
Mae Sinclair  
Mahesh Vinayagam  
Dr. Michelle Melton  
Mini Salas  
Dr. Ousama El-Hillal  
Dr. Velma Trayham  
Dr. Versha Anderson

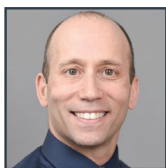
### INCLUSIVE WORKPLACE

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## 2021 AWARDS CHAIR MESSAGE



Lorena Castro  
Awards Committee Chair  
AZSHRM



Dr. Brent Scholar  
Awards Committee Chair  
DLA

We have been honored to serve on the DLA/AZ SHRM Awards Committee for this special 20th Annual DLA Conference and Diversity Awards.

As we have all been continuing to experience our own journeys in 2021 we did our best to make this year an in-person ceremony. Unfortunately, we needed to go above what we wanted and do what was best for our overall community. Thank you for being part of our second virtual award ceremony.

This year we were overjoyed as the nominees came rolling in, and we saw the amazing work that continues to happen in our community around Diversity, Equity, Inclusion and Belonging.

Without continuing the Uncomfortable Conversations in our lives, nothing will change.

Our 2021 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, where everyone feels they belong.

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.



DIVERSITY  
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EQUITY

INCLUSION

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**OPENING KEYNOTE 9 :00 – 10:00 AM**

## Race & Inclusion in Media

Many in the BIPOC communities have struggled to express, share, and amplify their own narratives and identities because of the systemic controls put in place in the media and entertainment industries which includes film, music, television, and even social media. Does Media have a direct correlation and impact on Racism in America? Our panel of experts will openly discuss race and racism in media and how it has shaped our attitudes, perceptions and subsequently behaviors. We will explore the dire consequences of bias reporting and stereotyping of many in the BIPOC community. These harmful perceptions have created a one-sided narrative of an entire race of people and speaks squarely to the need for broader and more inclusive representation across various media platforms.

### FEATURING



#### Mr. Richard Dyer, Senior VP WLTX & WFMY, President and GM WUSA

Richard J. Dyer is the President and General Manager of WUSA9, the CBS affiliate and TEGNA owned station in Washington, D.C. Dyer assumed his new role in January of 2017, returning to his hometown. Dyer grew up in the Washington, D.C. NE neighborhood of Riggs Park. He holds a Masters' Degree in Marketing from the University of Maryland and a Bachelor's Degree in Economics and Communications from Boston College. While attending Boston College, Dyer was an outstanding member of BC Eagles football team and served as its captain his senior year.



#### Mr. Grady Tripp, Vice President, Chief Diversity Officer

As chief diversity officer, Tripp oversees attracting, retaining and growing diverse talent at all levels of the company, developing training programs to enhance awareness and accountability in diversity issues, facilitating the company's racial diversity and inclusion employee working group and providing thought leadership to TEGNA colleagues and the media industry. He currently leads strategy and execution for TEGNA's talent acquisition team. Tripp holds a Bachelor of Science degree in Business Management and an MBA in Finance from Florida A&M University.

### MODERATOR



#### Ms. Rachel McNeill, Anchor and Journalist

An Emmy Award-winning journalist, McNeill joined Team 12 from KPRC 2, the Houston NBC affiliate, where she anchored and reported for over 17 years. Earlier in her career, she worked at stations in New Orleans, Louisiana, Raleigh, North Carolina, and Midland, Texas. A proud graduate of the University of Texas at Austin, McNeill earned her degree in Broadcast Journalism. Committed to community service, Rachel volunteers her time with at-risk youth. Born in Jamaica, McNeill moved to the Houston-area when she was 6 years old, after living in Galveston for two years.

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THURSDAY, NOVEMBER 18, 2021

## WORKSHOP #1 10:30 AM & 12:30 PM **Tolerance to Authenticity**

### **How Leaders can create authentic spaces for diversity to thrive**

All Leaders in every organization should strive to be the CIO (Chief Inclusion Officer) and not just the CEO of their organization. They should work diligently every day to create a safe and welcoming company culture that goes beyond tolerance to one where all employees feel seen, heard, and valued. But how can leaders move beyond tolerance to create a place where authenticity can thrive? In this interactive virtual session, we will explore the idea of tolerance, the impact of bias, behaviors associated with inclusive teams, and learn skills to invite true authenticity into the workspace.

Attendees can expect to walk away with understanding:

- The foundations of diversity, inclusion and equity.
- Bias and the impact bias has on the workplace.
- Practical ways to create more authentic workspaces and relationships.

### FEATURING



#### **Dr. Joel P. Martin, President (10:30 am - 12:00 pm)**

Dr. Joel P. Martin, President of Triad (Try-ad) West Inc., has more than 20 years' experience as a Diversity, Equity, and Inclusion specialist. She is considered "a genuine genius in her approach to transformation" and one of "the best in the nation for delivering breakthrough leadership performance and organizational change." Diversity, Equity, and Inclusion is her lived experience and her life's work. Her commitment to creating transformational, inclusive, aligned, and successful organizations has taken her before Fortune 500 leaders and business owners across the US, and to Puerto Rico, Malaysia, Taiwan, China, Russia, the Republic of South Africa, Latvia, and Norway. She earned her Ph.D. in Communications, holds a Masters in Psychology and admission as a Wharton Fellow of the Wharton Business School. She is also the author of "How To Be A Positively Powerful Person" and three other books.



#### **Mr. Lor Lee, DEI Trainer and Consultant (12:30 - 2:00 pm)**

As chief diversity officer, Tripp oversees attracting, retaining and growing diverse talent at all levels of the company, developing training programs to enhance awareness and accountability in diversity issues, facilitating the company's racial diversity and inclusion employee working group and providing thought leadership to TEGNA colleagues and the media industry. He currently leads strategy and execution for TEGNA's talent acquisition team. Tripp holds a Bachelor of Science degree in Business Management and an MBA in Finance from Florida A&M University.

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## WORKSHOP #2 10:30 AM & 12:30 PM **Power & Privilege**

### **Closing the Social Equity Gap**

Having power in a company, organization, or even informal group like a board or committee gives an individual the ability, position, stage, title, table, or even capacity to make decisions or act in a particular way that directs or influences the behavior of others. This type of power is held by individuals who have advantages and benefits that they receive solely based on their race, gender, or socioeconomic status. Privilege is not earned but given and is the direct result of systemic inequities that impact the marginalization of individuals in other races, genders, and socioeconomic groups. How, then, can one use their privilege to shape diverse experiences and amplify other narratives? The key to closing this equity gap is Social Justice. By having intentionality around creating equitable spaces, places, and corporate cultures, we can begin to redistribute the power, wealth, and access to opportunities.

### FEATURING



### **Ms. Jennifer Brown, Speaker, Author, Humanist (10:30 am - 12:00 pm)**

Jennifer Brown (she/her) is an award-winning entrepreneur, speaker, author, and diversity and inclusion expert who is deeply passionate about building more inclusive workplaces where more of us can feel welcomed, valued, respected, and heard. As the Founder and CEO of Jennifer Brown Consulting (JBC), a certified woman- and LGBT-owned firm, Jennifer and her team design and execute inclusion strategies that have been implemented by some of the biggest companies and nonprofits in the world. She is also the bestselling author of two books. She also recently co-authored a groundbreaking book on diversity, equity and inclusion in society with thought leader and fellow bestselling author, Rohit Bhargava. Jennifer's podcast, *The Will to Change*, is downloaded by nearly 15,000 listeners per month, and she is a sought-after keynote speaker and expert for leading research institutions and business schools. She lives in New York City with her partner of over 20 years, Michelle.



### **Mr. Jason Sirois, Organizer, Coach, Facilitator, and Storyteller (12:30 - 2:00 pm)**

Jason Sirois, MPA, is an organizer, coach, facilitator, and storyteller committed to creating opportunities for people to connect authentically across differences. For close to two decades, he has partnered with schools, colleges/universities, corporations, nonprofits, and community organizations in the U.S. and abroad to create more equitable environments. Jason is the co-host of the *In Pursuit of Cross-Racial Friendship* podcast and a co-organizer of *Constructive White Conversations*, a gathering space for White people committed to getting comfortable with the uncomfortable conversations necessary to dismantle the violent systems of white supremacy and racism in the U.S. Check out Jason's podcast: *In Pursuit of Cross-Racial Friendship* and his website for *Constructive White Conversations*.

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<b>Tempe Clinic</b> 1840 E. Broadway Rd. Tempe, AZ 85282	

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

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THURSDAY, NOVEMBER 18, 2021

**CLOSING SESSION 2:15 – 3:30 PM**

## Dispelling the Myth of Critical Race Theory

### What it is and isn't and why YOU should care!

Critical race theory, a “catch-all” phrase among many in our community, is being falsely framed and positioned as Marxism and racism and has created a strained divide. Critical race theory is not a racist ideology or practice but a way to challenge the notion that America is a land of equal opportunity for all, regardless of race, ethnicity, or socioeconomic background. This theory is not new and strives to analyze patterns of inequality that exist, especially within our legal structures. The drive behind critical race theory is to teach neglected, forgotten history and provide a balanced, accurate, and inclusive narrative. By giving the whole picture of American history, even the deadly, ugly, racist truths and how it oppressed and marginalized its members in the BIPOC communities, we can get closer to being a nation that protects its citizens...” With Liberty and Justice for All.”

### FEATURING



#### Dr. Lewis A. Brownlee, Education Faculty, Education Studies

Lewis Andrea Brownlee, Ph. D. is an educator who has taught in K-12 schools, Community College, and a University for over a decade. Currently, at Mesa Community College he teaches courses in education studies and at Estrella Mountain Community College, as adjunct faculty, he teaches courses in African American studies and ethnic studies. His passion is educating teachers in the art of meeting the holistic needs of students-of-color and other marginalized populations.



#### Dr. Kristie Jackson, Senior Learning Strategist

Dr. Kristie Jackson, 2012 AZ Teacher of the Year, has worked in education for over 20 years, having taught kindergarten and third grade, as well as held the roles of reading coach/interventionist, site and district level administrator. Northern Arizona University awarded her an Honorary Doctorate of Humane Letters for her service as a state and national advocate in education. Kristie also serves as an advocate for equity and inclusion in schools and has engaged with Harvard University as a member of a cohort addressing race, equity and leadership in public schools.

### MODERATOR



#### Ms. Tram Mai, News Anchor and Journalist

Tram Mai anchors and reports across all 12 News shows and platforms. Tram and her family fled on the last plane out of Saigon before communism took over and she got to take her first steps at a refugee camp at Eglin Air Force Base in Florida. Her family eventually made their way to southern California, where she graduated from UCLA, majoring in Communications with a minor in Asian American Studies.

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WEDNESDAY, NOVEMBER 17, 2021

## EMPLOYER RESOURCE SESSION 4:00 – 6:00 PM

Hear from our top tier and presenting sponsors about their company culture, DEI programs, employee resource groups and **available** and **open job postings**. You do not want to miss the chance to network and mingle with hiring managers and leadership from **SRP, USAA, Mayo Clinic, University of Phoenix, Channel 12 News, Cox Communications** and many more!

### FREE AND OPEN TO THE PUBLIC!

**Register Today:** <https://asu.zoom.us/meeting/register/tZUpdOuoqDooG9C9-Eh7EtpjTBNJN4f0kOa5>

### EMPLOYERS INFORMATION SESSION – AGENDA

**4:00-4:10pm**      **Opening Welcome**

**4:10-4:20pm**      **Stats - Employment in a post Pandemic Workplace**

**4:20-4:30pm**      **Introductions - Participating Companies**

**4:30-5:15pm**      **5-Minute Company Profiles**

Meet each company - *Featuring USAA, Mayo Clinic, SRP, Channel 12 and COX*

A representative from each company will introduce him/her/their self, share their role with the company, discuss the company culture, and talk about company values.

**5:15-6:00pm**      **Company Breakout Rooms**

*“Start the conversation even if you don’t know where to start.”*

- Eric M. Bailey, President, Bailey Strategic Group



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**OPENING KEYNOTE 9:00 - 10:00 AM**

## Racelighting - A Racial Reckoning

Gaslighting is defined as a process of making someone question their own reality by constantly putting forth a false narrative about them, leading that person to question or doubt their own lived reality or perception. Racelighting, is a racial form of gaslighting and is a lived reality for many in the BIPOC space. It is a form of micro-aggression, stereotyping and use of negative assumptions to demean and oppress people in marginalized communities. It is a modern-day problem that is embedded into a system of oppression and often manifests itself interpersonally. Many people in our community have recognized this very problem and have a desire to not only overcome it, but also learn to live and work in harmony. The time is now as our Country is faced with a racial reckoning and coming to terms with the historically oppressive nature of its community members. Dr. Wood will discuss the contemporary challenges facing Black, Indigenous and People of Color and the systemic oppression they continually face.

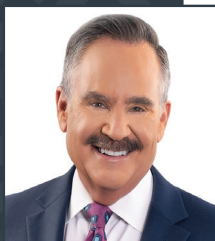
### FEATURING



#### Dr. Jonathan Luke Wood, Professor, Author, Intellect

J. Luke Wood, Ph.D. is Vice President of Student Affairs & Campus Diversity and Dean's Distinguished Professor of Education at San Diego State University. Dr. Wood also serves as the Co-Director of the Community College Equity Assessment Lab (CCEAL), a national research and practice center that partners with community colleges to support their capacity in advancing outcomes for underserved students of color. Dr. Wood received his PhD in Educational Leadership & Policy Studies with an emphasis in Higher Education and master's degree in Curriculum and Instruction with an emphasis in Early Childhood Education from Arizona State University. He also holds a master's degree in Higher Education Leadership with a concentration in Student Affairs and a bachelor's degree in Black History and Politics from California State University, Sacramento.

### MODERATOR



#### Mr. Mark Curtis, News Anchor and Decorated Journalist

Mark Curtis anchors 12 News at 5, 6, and 10 with Caribe Devine. Mark has been part of Team 12 for more than two decades. He is a decorated journalist, and has won 13 Emmys, a Murrow, and two AP awards for Best Anchor over the course of his career. Mark has been closely involved with 12 News' political coverage as well, from Presidential primaries all the way through to inaugurations. Mark went to the University of Georgia and then graduated from American University. He is surrounded by Sun Devils. His wife Abby and all three of their children attended ASU. In his free time, Mark enjoys golfing and vegetable gardening.



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**WORKSHOP #1 10:30 AM & 12:30 PM**

## Closing the Pay Gap for Women

It is reported that the average American female worker earns only .82 cents for every dollar the average male worker makes. Over one year after the looming coronavirus pandemic, women are still being paid less. According to the National Women's Law Center, women have left the workforce to the tune of about 2.3 million women leaving since February of 2020. Women, especially those in our BIPOC and marginalized communities, are not okay and are stretched thin. Some have to down-shift their careers or leave altogether as they are usually the primary caregiver. The result has widened the gender-pay gap and erased years of progress in the workplace for women. In this critical and timely workshop, we will address how to rectify the pay gap for women with dignity, transparency, and an overarching desire to balance and level the long-term financial impacts this inequity has on women well into retirement.

Attendees can expect to walk away with understanding:

- How Arizona women fair in the economic impact of wage disparity.
- Why gender and race-based parity is critical to the overall health and success of women.
- What moral and ethical steps need to be taken to create true equal access for women.

### FEATURING



#### **Ms. Alika Kumar, Executive Director**

A Phoenix resident since 1980, Alika Kumar earned a Master of International Management degree from Thunderbird, School of Global Management, and a Master of Business Administration degree from Arizona State University. The Executive Director of the Phoenix MBDA Business Center, she has served in this important role since 2006. Alika's business experience includes consulting for multinational companies conducting research and developing competitive business intelligence; analysis of market research to develop market entry strategies; positioning, and negotiation strategy; and, demand analysis to determine domestic and international markets in various industries. Alika is also an exhibiting Artist who is the proud Mother of three College graduates.

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## WORKSHOP #2 10:30 AM & 12:30 PM **Eroding Toxic Behaviors**

### **Building Workplaces of Respect, Dignity & Well-being**

Creating safe and respectful workplaces takes more than lip service—it takes understanding and courage to address disrespectful, toxic behaviors in the form of bullying, shaming, and passive hostility. In these uncertain times of racial injustice, political divides, and pandemic polarities combined with disrespectful toxic behaviors, our own mental health and team performance can begin to erode. The recent and painful racial injustices that are happening nationwide further create anger, flared tempers, and appropriate outrage. In this important workshop, best-selling author, speaker, consultant, and professor, Dr. Mitch Kusy, engages top strategies for restoring our mental health by understanding why toxic behaviors persist and how to take control over what you have the power to influence. Dr. Kusy will present hard evidence from his research about intentional tools that will improve not only our own mindsets but will also provide key actions you can engage immediately to cultivate “everyday civility” in your work cultures.

Attendees can expect to walk away with understanding:

- How to have a 3-part conversation to bring the right attention to those who engage in toxic behaviors.
- How the 4-step apology works when we ourselves violate rules of respect.
- How to integrate “values in vivo” in team meetings to make organizational values come alive.

### FEATURING



### **Mitchell Kusy, Professor, Author and Fulbright Scholar**

Dr. Mitch Kusy is a professor in the Graduate School of Leadership & Change at Antioch University, a Fulbright Scholar in organization development, and an organization development consultant nationally and internationally. Author of hundreds of articles and six business books, Mitch is most proud of his latest book, *Why I Don't Work Here Anymore: A Leader's Guide to Offset the Financial and Emotional Cost of Toxic Employees*. This book is truly a supportive tool and guide on how to design communities of respectful engagement that impact personal well-being, team performance, and organizational productivity.

Diversity Leadership Alliance,  
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# DIVERSITY & INCLUSION DRIVING EXCELLENCE

## 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 20th Annual Diversity Leadership Alliance Conference. We proudly support its goal of fostering “Uncomfortable Conversations that Ignite Change.”*



# Uncomfortable

Conversations that Ignite **Change**

Social Justice Conference on Systemic Racism, Equity, and Belonging

FRIDAY, NOVEMBER 19, 2021

**CLOSING SESSION 2:15 – 3:30 PM**

## Can You Unlearn Hate? Becoming an Anti-Racist Nation

In this informative fireside chat, we explore the insidious nature of hate. What causes someone to feel so much hate, anger, and resentment towards others, that they demoralize, dehumanize, and in some extreme cases cause physical harm? The answer is fear. Fear of the unknown with people of a different color, race, religion, or gender identity. This critical dialogue explores how hate happens and whether it is taught, instinctual, or shaped by culture. An anti-racism approach to social justice is proactive and requires having tough and uncomfortable conversations that dismantle the oppressive structures across various systems. To move closer to becoming an Anti-racist nation, we must first take a mindful and intentional approach to acknowledge that hate exists and explore how it seeps into the subconscious, altering our definition of self and others. This critical conversation explores the question: Can you unlearn hatred?

### FEATURING



#### Ms. Brenda Herrera Moreno

Brenda is an anti-oppression practitioner, consultant & facilitator. Born in Mexico City, but partially raised in India, and world-traveled, Brenda identifies as a queer transnational woman of color. After Hampshire College, Brenda experienced diverse roles in advocacy as a youth program coordinator at a refugee resettlement organization, later as a bilingual counselor for survivors and victims of intimate partner violence, and finally as peer recovery coach.



#### Dr. Jannah Scott, Director

Dr. Jannah Scott serves as The Ramsey Consultancy for Social Justice, Racial Equity and Diversity. As a key member of the leadership team, Jannah leads the development, implementation and management of CASS' racial equity and justice initiatives. She also guides CASS' efforts to address inequities in homelessness and housing. Jannah served in President Obama's administration as Deputy Director, Center for Faith-Based and Neighborhood Partnerships in the U.S. Department of Homeland Security.



#### Mr. Kareem Neal, Restorative Justice Trainer

Kareem Neal is a self-contained special education teacher in Phoenix, AZ. He has taught students with cognitive delays for 25 years. He is the recipient of the 2019 Arizona Teacher of the Year award. He is a 2019-2021 Understood Teacher Fellow. He is also on the board of directors for the National Board for Professional Teaching Standards. He helped pilot the National Network of State Teachers of the Year Mentorship program.



### MODERATOR

#### Ms. Tram Mai, News Anchor and Journalist

Ms. Mai anchors and reports across all 12 News shows and platforms.

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## 2021 DLA YOUTH LEADERSHIP ACADEMY



Lee Barnett  
DLA Board member  
Youth Academy Chair

We are honored to serve as co-chairs for the DLA Youth Leadership Academy program.

While this year was also certainly a challenge for our esteemed youth, we have nonetheless found innovative solutions to provide students with best in class programming in a virtual format.

Schedules may be changing towards the end of 2021, and we are confident that in 2022 we will be able to provide opportunities for in-person and virtual interactions.



Dominic Bartola  
DLA Board member  
Youth Academy Chair

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 2021 Academy sponsors Mountain Park Health Center and Maya Cinemas, our amazing students and of course our phenomenal school counselors at Phoenix Union High School District.

We are proud to represent the DLA Youth Leadership for this year's alternative virtual conference!

- Dominic and Lee, DLA Youth Leadership Co Chairs.

*“Be able to have an open mind and vulnerable conversations regarding Equity and Inclusion”*

*“Without talking and truly try to understand why people live a certain way, we are not going to be able to grow as a species”*

- Jackson Asante Whitaker, 2020 DLA Youth Leader





# PHOENIX UNION HIGH SCHOOL DISTRICT & THE DLA YOUTH COUNCIL

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## 2021 DLA CONFERENCE PLANNING COMMITTEE

A special thank you to the 2021 DLA Conference planning committee for their time, talents and dedication to making this another remarkable and memorable conference. We are humbled and grateful for your kindness and generosity. We are because of you. Team work at its finest!



**Reid DeSpiegelaere**  
Conference Co-Chair



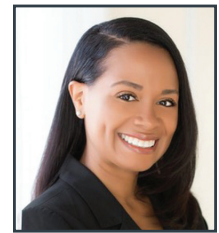
**Tikki Carmichael**  
Conference Co-Chair



**Marion Kelly**  
Mayo Clinic



**Joanna de'Shay**  
DLA Executive Director



**Tondra Richardson**  
University of Phoenix



**Betty Thompson**  
(Retired) University of Arizona



**Jacque Starks**  
MCCCD



**Victoria Williams**  
American Express



**David Booth**  
USAA



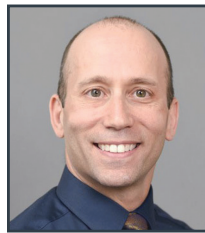
**Kara Saliba**  
Mayo Clinic



**Jeff Shewan**  
USAA



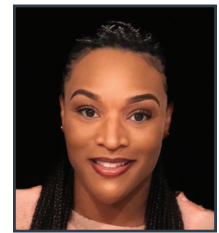
**Olga Diaz**  
City Of Phoenix



**Dr. Brent Scholar**  
ASU



**Lorena Castro**  
Arizona SHRM



**Lakeysha Deleon**  
Arizona Public Service

*"Talk about it, even when its difficult because it is the only way for the conversations to evolve."*

- Myoshi Maul, Leadership & Education Consultant – COX



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**Casual Astronaut**, Content Marketing Agency

**Joan M. Turner**, Mayo Clinic

**Tina Estes Music**, Musical performance

**Lady Caress**, Spoken Word performance

**Bruce Kirkwood**, Violinist

**Cranberry Hills**, Award recipient gifts

**Eric DeWolf**, HJ Trophies and Awards

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**FOR YEARS OF SUPPORT AND CONTRIBUTION**  
**TO THE WORK OF**  
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# Uncomfortable

Conversations that Ignite **Change**



Social Justice Conference on Systemic Racism,  
Equity, and Belonging

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**WEDNESDAY, THURSDAY, FRIDAY • NOVEMBER 17-19, 2021**

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