

Conference Program

7:30 am Continental Breakfast and Registration

8:30 am Welcome & Opening Remarks

Sharon Abraham, *Michigan Roundtable for Diversity and Inclusion Board Member*

Brenda Bryant, PhD, *Marygrove College*

Steve Spreitzer, *Michigan Roundtable for Diversity and Inclusion, President & CEO*

9:00 am Morning Plenary

Driving Awareness & Transformational Change Through the Lens of History

Room: Alumnae Hall

Presenters: Ken Coleman, Peter Hammer and Daicia Price

Moderator: Padma Kuppa

Metro Detroit's long history of racial segregation has and continues to impact people and systems, manifesting itself in individual ignorance, bias and hate along with exclusion and inequity in our communities and organizations. Knowledge of this history is critical to creating a strategy to stop the harm and oppression experienced by our neighbors and co-workers because of their racial identity.

10:00 am Networking and Transitional Break

10:30 am Workshop Track 1

Creating an Organizational Culture of Acceptance and Inclusion

Room: C

Presenter: Reanne Young

Moderator: Yodit Mesfin Johnson

In this session, we will review the 8 ways we think your organization create, sustain and grow your DEI initiative. You've heard the phrase, "Lead by Example"? That's where we start. We'll spend time walking through our version of DEI boot camp for your organization – and it always starts with leadership. From there we'll examine ways to create engagement, check the pulse of the organization, look for and create educational opportunities for employees at every level, and create opportunities to include local communities. This interactive session will get you thinking about your current DEI strategies.

The DNA of DEI

Room: B

Presenter: Nikki Pardo

Moderator: Harry Weaver

This workshop will dissect diversity, equity and inclusion through simulations and conversation. There will also be a business case made for DEI, and why this trinity can be a catalyst for growth in any industry.

Bias, Microaggressions, Incivility & Othering: The Danger of Divisiveness

Room: A

Presenter: Loretta Van Pelt

Moderator: Veronica Adams

This presentation is designed to help you understand what bias is and how it happens. It will also, give you clearer understanding of why bias doesn't make us bad people it makes us human.

Race, Place, and Opportunity

Room: D

Presenter: Dez Squire

Moderator: Miriam Enciso

History shows us that policy, ideas, investment all have an impact on peoples' lives. History also shows us that racism created disparate impact in outcomes of opportunity in Metropolitan Detroit. This one-hour workshop explores the continuing impact of this legacy on business and community and how these sectors can promote policies that create racial equity and regional transformation.

11:30 am Networking and Transitional Break

12:00 pm Luncheon Keynote

The Business Need for Belonging: Diversity and Equity in a Rapidly Changing World

Room: Alumnae Hall

Speaker: Attorney John A. Powell, Director, Haas Institute for a Fair & Inclusive Society, Berkeley, California

This talk will explore why a robust deep understanding of belonging, equity and diversity is what is needed to both advance innovation as well as produce success. If not properly structured and approach, diversity can be a challenge. There must be some ground approaches that are more likely to generate a positive use of diversity. The talk will explore some the challenges and opportunities that must be addressed for the business success. This include equity by designed based on understanding and development of a value-based approach that informs many if not all aspects of the work.

1:30 pm Workshop Track 2

The Business Case for Racial Equity

Room: B

Presenter: Howard Walters

Moderator: Mary Mbiya

Engaging in racial equity work has been largely viewed from the frame of a moral imperative. The W.K. Kellogg Foundation supported the development of the business case for racial equity, which argues that while racial equity work is a 'the right thing to do' it is also a sound business strategy. In this interactive workshop, participants will learn more about the business case for racial equity,

and why it is a relevant frame to understand the future economy. As well, each participant can expect to leave with awareness of some examples of how the business case works in action. The examples shared will help advance their own organization's racial equity practice. This workshop will pull content and data from the updated 2018 release of the Business Case for racial equity.

Obstacles to Inclusion and Equity: White Fragility

Room: D

Presenters: Robert Brutell, Kathleen LaTosch
Moderator: Veronica Adams

White Fragility – what it is and why it's dangerous to people of color. An overview of key concepts developed by researcher Robin DiAngelo and engagement with participants in reflection and sharing.

Difficult Conversations and Effective Outcomes

Room: C

Presenter: Reanne Young
Moderator: Harry Weaver

As the world becomes increasing smaller and diversity of culture, gender, and thought become and every increasing necessary, handling difficult conversation in the workplace can be challenging without the right tools. Difficult and uncomfortable conversations require thoughtfulness, skill, empathy, and it also requires the courage to go ahead and do it.

The Data for Diversity, Equity and Inclusion: Impact on People

Room: A

Presenters: Kurt Metzger, Yusef Bunchy Shakur
Moderator: Namira Islam

Explore with data guru and Founder of DDD, Kurt Metzger, the data involved in telling the story of systemic exclusion in metro Detroit while understanding the real lived experiences from Yusef Bunchy Shakur, a neighborhood activist and community organizer, fighting against gentrification in his already forgotten Detroit neighborhood of Zone 8.

2:30 pm Networking and Transitional Break

2:45 pm Afternoon Plenary

Leadership's Call to Action for Equitable Workplaces

Room: Alumnae Hall

Moderator: Donnell Campbell

It's a call to action plenary for wrapping up the entire day. In short, what will people do after the conference to execute. I think we want the panelists to be prepared to field questions regarding the best approach to folks in executive level/leadership positions that will influence their plan of action.

4:00 pm Closing Reception

**Marygrove College
Madame Cadillac Building**

