



Fostering conversations that ignite change!



18th Annual Diversity Conference and Awards Luncheon

Friday, November 15th 8am-3pm/ Sheraton, Downtown Phoenix
340 North 3rd Street, Phoenix. AZ 85004



INTRODUCING OUR NEW BRAND

When I joined the DLA board of directors in 2013, I gained a greater appreciation for the commitment of our founders, volunteers, partners and sponsors. I also began to understand that what DLA had to offer was far more vibrant and dynamic than what our brand conveyed. This realization eventually led us to our rebranding journey. Our “why” lies in our desire to be forward-thinking and always relevant as we engage our stakeholders in meaningful ways and to see our vision of creating an inclusive community where each person is equally respected and empowered come to life.

For the last six months, we’ve worked collaboratively with several branding partners to honor the history of DLA while providing a bold and exciting look to the future and are so excited to introduce the new look and feel of the DLA to all of you! Over the coming months, you’ll not only be introduced to the new DLA logo, our completely redesigned website and compelling new images and videos that tell our story by capturing the spirit of DLA. You’ll also see intentionality in our language with an emphasis on equity, inclusion and belonging. Ultimately, we hope you like what you see and hear.



Essen Otu, DLA Board member
Branding Committee Chair



www.diversityleadershipalliance.org



2019 CONFERENCE CO-CHAIRS

We are extremely grateful and honored to have the opportunity this year to work in the capacity as the Conference Co-Chairs. This year we have been blessed with some incredible volunteers that contributed without hesitation by jumping right in to serve. Many of them sacrificed their time to meet after a long day at work and we are incredibly thankful for each and every one of them. They did an amazing job helping us to pull the conference together and have made this year's conference one of the best ever!

Elouise Nathaniel
ASAP Recruiting.



Reid DeSpiegelaere
National Director
Velo Tutoring Program
Valley of the Sun
United Way

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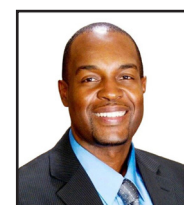
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Leslie Scott
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2019 CONFERENCE DETAILS

EQUITY

INCLUSION

BELONGING

2019 CONFERENCE THEME

“OUR STORIES”, Fostering Conversations that Ignite Change is this year’s conference theme. Storytelling is a unique and powerful way to teach, persuade and understand ourselves and others. It is a uniquely human trait and has been with us nearly as long as we’ve been able to speak. Whether it evolved out of necessity or was simply a by-product of our own intellectual development, stories are deeply embedded in our DNA. Across time and across cultures, stories have proven their worth not just as works of art, historical perspective or amusement, but as catalysts for change. Come listen and learn while you share your story, setting aside judgments and biases and exploring the possibilities that come when we are truly connected.

ABOUT DLA

Diversity Leadership Alliance guides Leaders in the transformation of culture to build an inclusive Community where each person is equally respected and empowered. Since 2001, DLA has been working to transform the culture of Arizona and cultivate an inclusive community. Founded by a small group of local community and corporate leaders, DLA is one of the premiere Diversity Education organizations in the country, recognized and highly regarded by internationally known diversity thought leaders. Operating as a 501c3, DLA offers a range of strategic learning and engagement opportunities for business and community leaders.

KEY STRATEGIES & PROGRAMS

WORKSHOPS - Monthly workshops, with attendance averaging over 100 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.

DIVERSITY CONFERENCE

This year, we are proud to be celebrating our 18th Year. The conference will be held on Friday, November 15th at the Sheraton in Downtown Phoenix. We will recognize, celebrate and honor companies and individuals blazing the Diversity and Inclusion Trail including a Youth Diversity Advocate, who is a young person under the age of 30 in our newly created Youth Inclusion Leader category.

YOUTH LEADERSHIP ACADEMY

The Youth Leadership Academy, geared towards Phoenix area high school students, is designed to assist students transitioning from school to work, as well as provide them with tools and resources to help build leadership skills. Students also receive resources, funding and guidance to help them pursue Higher Education. This year we are pleased to announce new scholarship donors, **Mountain Park Health Center** and **Maya Cinemas** who have graciously agreed to support the DLA Leadership Academy for the next 5 years!

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2019 CONFERENCE AGENDA AT-A-GLANCE

7:00am - 7:50am	REGISTRATION, CONTINENTAL BREAKFAST & NETWORKING
8:00am - 8:50am	OPENING CEREMONY, WELCOME, LOGISTICS, YOUTH SPEAKER
8:50am - 9:00am	BREAK (Transition to workshops)
9:00am - 10:15am	WORKSHOPS SESSION #1 (3 workshops)
10:30am - 11:45am	WORKSHOPS SESSION #2 (3 workshops)
11:45am - 12:00pm	BREAK (Transition to luncheon)
12:00pm - 1:15pm	CONFERENCE LUNCHEON AND DIVERSITY AWARDS
1:15pm - 1:30pm	BREAK (Transition to workshops)
1:30pm - 2:45pm	WORKSHOPS SESSION #3 (3 workshops)

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WORKSHOP #1

ENCANTO ROOM #A 2nd Floor

OVERCOMING - Breaking Barriers to Create our Own Stories

In this powerful workshop, participants will learn the important skills needed to shift and change your mindset about set-backs, life-altering tragedy, adversity, outdated and unfair policies and still shine! Life is all about how we accept and deal with challenges and move through them. This workshop takes a fresh new approach to overcoming by teaching you how to use Inclusion to gain self-awareness of barriers physical, mental, traumatic or even status quo that we put up in our own lives. Our diverse panelist will share their motivation and steps they took to promote positive action and Equity in their fields in order to overcome barriers, increase confidence and celebrate their unique abilities.

PANELISTS:



Capt. Lynn Rippelmeyer - First Female Boeing 747 Pilot

Lynn Rippelmeyer is the first woman to fly the Boeing 747 and also became the first woman to captain the "Jumbo Jet" across the Atlantic Ocean. Lynn believes that you can do anything even when there is no one that has done it before. She believes strongly that it takes 4 things which she calls the 4 C's to become successful: Character, Connection, Competency and Celebration.



Adonis Watt - Visually impaired teen athlete

15-year old Adonis Watt suddenly lost his vision at the age of 5. Following 11 surgeries, he has accepted his "diagnosis" and is ready to move forward and focus his energy on his passion, playing football. He currently plays football for Brophy Prep and hopes to play for the NFL. He is an inspiration to everyone he meets and lives life removing others' blindfolds. Adonis strongly believes that he has to help people "see" him and his capabilities rather than his "diagnosis".



Kelly Falardeau - TEDx Speaker | Author | Coach

At the age of 2, Kelly was severely burned over 75% of her body in her childhood home. Her life was forever changed in that moment. It led to numerous surgeries, scars and a life of being highly visible, bullied, shunned and sometimes avoided. Kelly found a way to go from near-death to success; from the ugly scar-faced girl to one of the most Powerful and Influential women today. She believes in helping people love their imperfect selves and to see that their tragedies can actually be gifts.



MODERATOR

Guided in conversation by:

Jezreel Ramirez

Program Administrator
Department of Veterans Affairs

OBJECTIVES:

In this workshop participants will leave knowing how to:

1. Apply 3 ways to shift mindset from block to rock.
2. Identify barriers holding you back from excellence.
3. Be comfortable with being uncomfortable.

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We believe in opportunities. Whether it's a mentoring relationship, participating in a resource group or welcoming a new perspective – our associates enjoy a diverse environment of opportunities and potential for growth.

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DLA EDUCATION COMMITTEE



Dr. Mallary Tytel



Betty Thompson



Dr. Brent Scholar



Alethea Session



Shannon Walker



Kristen Walker



Tyree Boze



Jacque Starks

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

– African Proverb

For the past 9 years I have had the privilege of being part of the DLA Education Committee and am honored to now serve as its new Chair. The DLA Education Committee helps plan, coordinate, and implement the ongoing education programs and events for our community, members, sponsors, and participants. Our regular, half-day programs are open to the community free-of-charge and focus on new and emerging topics around inclusion and fitting into our world. Ours is a group process, working together to identify and invite the most knowledgeable and effective speakers, catalysts, content experts, and guides to facilitate our monthly programs, while increasing knowledge and raising awareness.

Our objectives include:

- Developing skills and disseminating information through new tools and models
- Building our own individual and collective capacities
- Offering resources to identify innovative research and potential solutions for the changing work environment
- Providing a safe venue for asking tough questions and understanding changing norms, customs, and expectations
- Listening, observing, and welcoming new points of view

We do not operate within a vacuum. As educators as well as advocates, we reach out to, encourage action and participation, and seek the experiences and expertise of our members and participants. Together we may not find all the answers but through learning, commitment, and sharing our stories, we will come up with the right questions.

Thank You: Alethea Session, Betty Thompson, Dr. Brent Scholar, Jacque Starks, Kristen Walker, Shannon Walker, Suzanne Martin and Tyree Boze.

Collectively our current 2018-2019 Committee, above, represents over 50 years of support for the Diversity Leadership Alliance.

Dr. Mallary Tytel, Chair DLA Education Committee

We welcome anyone who is interested in joining the Education Committee. For information, please contact Mallary at mtytel@healthyworkplaces.com.



DLA YOUTH LEADERSHIP ACADEMY



Lee Barnett
DLA Board member
Youth Academy Chair



Dominic Bartola
DLA Board member
Youth Academy Chair

The DLA Youth Leadership Academy is a monthly education and training program for juniors and seniors that is facilitated by renowned diversity practitioners and other business and leadership consultants. Students are encouraged to share and apply the skills and knowledge they acquire.

To date, through DLA sponsored scholarships, we have awarded over \$250,000 to local students, enabling many to step into a college life they would not have been able to do. Being a local non-profit, we are proudly affiliated with partners such as the Arizona College Foundation, which exists to partner with local non-profits to enable students to attain full ride opportunities to Arizona colleges.

We encourage and reward active participation, and have created a safe space for students to practice many of the skills taught. The future is about our Youth and together we will create a brave new world that is inclusive and embraces and celebrates our differences.

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 18th Annual Diversity Leadership Alliance Conference and Awards Luncheon. We proudly support its goal of “Fostering Conversations that Ignite Change.”

Christine Pham Thi Minh Hoang French

In Loving Memory



March 13 1944 - June 3 2019

Christine French was OUR mentor, confidant, spiritual leader, trusted advisor and dear friend. She was a messenger and spokesperson for GOD and she was our very own living Prophet. She touched so many lives in and out of this room and we are all forever transformed because of her grace and mercy. She was selfless and gave of herself, her time and her wisdom both freely and willingly to anyone that needed her. Christine's story is tremendous and deeply woven into our own stories.

Over 18 years ago she started DLA and it has become a beacon of light for so many. Many of us were called to serve by her and we stood with her as she fought every day for Diversity, Justice and Equity! Those seeds of Justice were planted so years ago and are now growing and flourishing and have forever positively changed the Arizona Community and each of us. We will honor her memory by re-dedicating ourselves to continuing this great fight and serving as a beacon of light and a voice for those who feel like they have no voice. Diversity Leadership Alliance is Christine's Legacy and we will uphold it through our vital work and actions.

Christine filled so many of our cups with happiness, soul altering advice and guidance towards a meaningful life. Christine never complained about what she had to do and always tried to see the good in everyone and every situation.

DLA and the Arizona Community have lost a visionary and a courageous activist that fought every day for Righteousness and Justice and the world has lost an amazing human being. Our hearts are hurting but we know that she was only here on Loan to us from a much higher source.

*God has summoned his Prophet home and greeted
her with open arms, saying...*

WELL DONE CHRISTINE.
WELL DONE MY GOOD AND FAITHFUL SERVANT.



A Special THANK YOU to Phil French, Christine's husband and Claire and Paula, Christine's daughters. Thank you Claire and Paula for sharing your Mom with so many of us here in the Community. Our Hearts are breaking with you but we stand ready to support you in any way needed.



WORKSHOP #2

Phoenix #A/B 3rd Floor

BELONGING - Owing our Stories

Belonging is the actualization of fully accepting all people for their unique traits that make them different from those around them. The idea of belonging may seem like a warm-and-fuzzy notion, but the practicality is quite simple; when your employees feel like they belong to your organization, they feel more confident in their abilities to represent themselves authentically, achieve their goals, and be successful. People who “belong” feel comfortable expressing ideas, sharing experiences and contributing to a group when they know that their input is valued. In this workshop, activist, champion and Diversity Disruptor Calvin Terrell will take you through the exercise of how to create , own and tell your own story that aligns with the value of why you were invited to the table.



CALVIN TERRELL
Social Centric Institute

PRESENTER

Calvin Terrell is the Founder and Director of the Social Centric Institute, a non-profit he built to educate anyone and everyone to be healers of historical trauma around racial intersections, class, religion, gender, and environmental disruption. For more than 25 years, Calvin has engaged every demographic throughout the US in historical trauma healing processes. His approaches draw from many technologies that are colonial, decolonized, and indigenous. Calvin challenges the privileged to abandon fragile pedestals of inconsiderate obliviousness, while he encourages the oppressed to remember their power developed from surviving historical unfairness. He invites all to abandon identity superstitions and materialistic traditions, so humanity can meet and collaborate on a healing field of justice waiting for cultivation.

OBJECTIVES:

In this workshop participants will leave knowing how to:

1. Define Belonging on their own terms.
2. Create a framework and be able to articulate your authentic story.
3. Apply Calvin's Process to support personal and professional assets.



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WORKSHOP #3

ENCANTO ROOM #B 2nd Floor

YOU ARE NOT ALONE: The Power of Allyship in Transformation

Allyship is the intentional process of advocating for groups of people or individuals within a marginalized community by building relationship bridges based on Trust and accountability. In this critical workshop you will explore how to serve as a champion for those that may feel like they don't have a voice or more importantly place at the table. Using your voice, privilege, power or position you will learn how to support and elevate differences in people, movements, abilities, perspectives and thoughts. Hear from several panelists, that have through Allyship found and embraced the courage and support to excel in their spaces.

PANELISTS:



Claire Sarnowski - Teen who helped pass Genocide Bill

Uncommon Allies Claire Sarnowski and Holocaust survivor Alter Wiener became friends after a chance encounter when she was 11. His lifelong dream was to implement mandatory curriculum to teach Holocaust history. She fought to help pass the Genocide Education bill which helps students learn about the Holocaust and respect the importance of cultural diversity and human rights.



Angelica Lindsey-Ali - Muslim Women's Health Advocate

Angelica is a champion for social justice through the development and maintenance of institutional programming designed to provide equitable access to resources for marginalized communities. She is the founder of The Village Auntie Movement, dedicated to education and advocacy for Muslim women.



Julian Melson - Mayo Clinic, LGBTQI Advocate

Julian Melson has been an advocate and supporter of the LGBTQI community for over 30 years. As a member of the Transgender community, he feels strongly that the only way to dispel a myth about a community or group of people is through communication and education. He has worked at Mayo Clinic Arizona for 8 years as a Central Sterile Tech. His role as an advocate for the LGBTQI community integrated well with Mayo Clinic's commitment to promote diversity and inclusion.



MODERATOR

Guided in a conversation by:

Jacque Starks

Diversity, Equity, Inclusion & Engagement Coordinator
Maricopa County Community College District

OBJECTIVES:

In this workshop participants will leave knowing how to:

1. Recognize systemic inequalities.
2. Explore and interpret the Allyship Continuum.
3. Be a Champion and help change your work culture.

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2019 DIVERSITY AWARDS NOMINEES

Listed below alphabetically, are all of the individuals and companies that were nominated this year.

ARIZONA SHRM

BREANNE IFFERT

CHANTEL WEST

CHUBB

CITY OF SCOTTSDALE

COCONINO COUNTY

DR. SARA BONFIG

EDWARD JONES

GIRLSCOUTS

GOOD WILL INDUSTRIES

INDIA ASSOCIATION

KATE GOLDMAN

KELLA PRICE

KOVILAKONDA BABU

LAYN ABBOTT

LUCINDA ANDREANI

NAACP

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VANGUARD



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STAY CONNECTED



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.



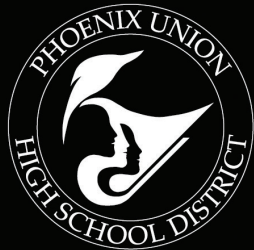


ABRIL MORALES
2019 DLA Youth Scholarship Winner

“HOW MATH SAVED MY LIFE”

Abril Morales is a native of Phoenix, Arizona and attended Camelback High School. She is currently majoring in Applied Mathematics at Arizona State University. She plans to intern over the summer to explore the different types of professional opportunities for Applied Mathematics majors. On her free time, Miss Morales enjoys cooking, listening to music, and competitive ballroom dancing.

She believes that Math is a skill humans need for everyday computations. Yet, it can be used in life to create our own life equations. By implementing some math into her own life, Abril was able to create her equation for success.



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The University's Central Administration is located at 1625 W. Fountainhead Pkwy., Tempe, AZ 85282. ©2016 University of Phoenix, Inc. All rights reserved | REG-7351



2019 DLA CONFERENCE PLANNING COMMITTEE

*** Not all committee members pictured above. See full committee list below ***

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 Committee
 Dominic Bartola, DLA Board/Youth Committee
 Michelle Gray, DLA Board of Directors
 Barry Stratford, DLA Board of Directors
 Dr. Mallery Tytel, DLA Board/Education Committee Chair
 Francisco Lucio, DLA Board of Directors
 Tina S. Drews, DLA Board of Directors
 Leslie Scott, DLA Board of Directors
 Elouise Nathaniel, Conference Co-Chair
 Reid DeSpiegelaere, Conference Co-Chair and DLA Board
 Dr. Brent Scholar, Education Committee / Website
 Alethea Session, Education Committee/Website
 Betty Thompson, Education committee
 Tyree Boze, Education committee
 Shannon Walker, Education committee
 Suzanne Martin, Education committee
 Kristen Walker, Conference committee

Chantel West, Conference committee
 Victoria Stinson, Conference committee
 Sam Dias, Conference committee
 Kellee Salas, Conference committee
 Jacque Starks, Conference committee
 Marcia Edwards, Conference committee
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