



DIVERSITY  
LEADERSHIP ♦ ALLIANCE

OCTOBER 12 - 14, 2022

21ST ANNUAL CONFERENCE

# BRAVE CONVERSATIONS:

TURNING STUMBLING BLOCKS INTO STEPPING STONES.

WEDNESDAY - FRIDAY • OCTOBER 12 - 14, 2022





Delivering water and power®

# FOSTERING EQUITY, TOGETHER.

Diversity. Inclusion. Belonging. SRP supports organizations and programs like Diversity Leadership Alliance that champion, advance and celebrate these concepts. Together, we share a commitment to build a more equitable and sustainable future.

[srpcares.com](https://srpcares.com)





MARION KELLY  
CO - FOUNDER  
DIRECTOR, COMMUNITY AFFAIRS  
MAYO CLINIC

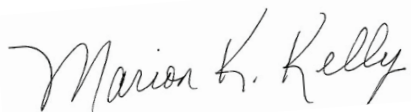
## 2022 CO-FOUNDER MESSAGE

### 21ST ANNIVERSARY DLA CONFERENCE

The effects of the global pandemic 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 and 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 and have a competitive advantage in the marketplace.

The need for advocates, allies, and co-conspirators who can speak up bravely in support of equity and inclusion is excellent. Please stand in solidarity with us as we raise our voices so loud that we drown out the hate, bias, and injustice.

The 21st Annual DLA conference is about intentionality and re-aligning ourselves in a meaningful way to our DEI goals and objectives. Diversity Leadership celebrates organizations and individuals that embody critical DEI impact by doing the vital work needed to bring about sustainable change.



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



# Your difference makes a difference.

Thank you for your dedication to equity and social justice.



MAYO  
CLINIC





## 2022 / 2023 DLA BOARD OF DIRECTORS



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EXECUTIVE DIRECTOR  
CEO & DESIGNER  
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CO - FOUNDER  
DIRECTOR, COMMUNITY AFFAIRS  
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PRESIDENT AND  
GENERAL MANAGER  
KPNX 12 NEWS - PHOENIX



**TONDRA RICHARDSON**  
DIRECTOR, DIVERSITY AND  
INCLUSION  
UNIVERSITY OF PHOENIX

*"We have to make strategic and intentional changes to create safe spaces for diverse communities."*

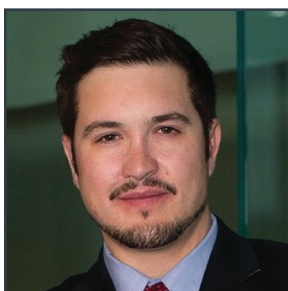
- Kevina Devereaux

Manager, Workforce Development – Desert Botanical Gardens





TIKKI CARMICHAEL  
2022 CO-CHAIR



REID DESPIEGELAERE  
2022 CO-CHAIR

## 2022 CONFERENCE CO-CHAIRS

We've been through a lot over the past few years and encountered stumbling blocks at what seems like every corner when we try to make a turn toward a more socially just world. Together, we met the challenges posed by the Pandemic, but we lost many in our circles along the way. We've rallied for social justice, while encountering pushback as we march. We saw elections take place, but the aftermath is still dividing our country's consciousness.

But through all these stumbling blocks there's been one constant, our grit and determination to keep stepping up to meet these moments and find new stepping stones we can use to build a path toward renewal and healing.

This year's Conference, the 21st Conference in the rich history of Diversity Leadership Alliance, will take you on a journey to turn stumbling blocks into stepping stones. You'll be part of learning sessions from experts across the globe who will challenge you to think about building stepping stones within your workplaces, social circles, and across the broader communities where you have influence.

As Conference Chairs, our goal has always been to inspire you and ensure that you leave the event thinking about what's next in your journey. We know these conversations are ongoing, so we thank you for taking time to add the 2022 DLA Conference to your learning journey. We welcome all of you to this year's DLA Conference, and we thank all of the amazing people who have spent this past year creating a space where all of us can learn and grow.

## 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 21st Annual Diversity Leadership Alliance Conference. We proudly support its goal of fostering "Brave Conversations: Turning Stumbling Blocks Into Stepping Stones."*





## 2022 CONFERENCE DETAILS

### CONFERENCE THEME

Diversity Leadership Alliance exists to bring a voice to marginalized communities, provide a forum for constructive dialogue, and eradicate racism through strategic professional development workshops. Together, with our business and community partners, we enhance the workplace and highlight the value of diversity as an essential part of any successful business model. We believe that organizations that understand and value diversity and inclusion can attract and retain top talent and position themselves competitively in the larger employment marketplace.

The 21st annual DLA Conference invites you to participate in BRAVE CONVERSATIONS, where we will turn stumbling blocks into stepping stones on a path toward a more diverse and equitable community. You'll find that our empowering keynote sessions, dynamic workshop content, and cutting-edge fire-side chats will cultivate change agents that are ready to lead with a renewed sense of bravery, urgency, and empathy. We invite you to raise our collective voice, drown out the havoc of racism, and walk bravely on the stones of change for our community.

### KEY STRATEGIES & PROGRAMS

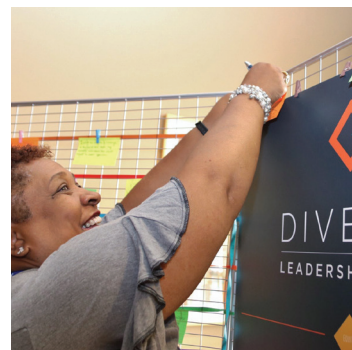
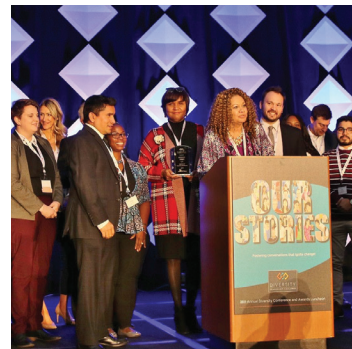
Monthly VIRTUAL workshops, with attendance averaging over 200 plus attendees per month, feature world-class diversity practice leaders who promote leadership skills and educate attendees on a wide variety of topics. Participants gain valuable tools and information that can be implemented in their organizations 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.



The 21st Annual Diversity Leadership Alliance Conference is powered by HOPIN, exclusively sponsored by University of Phoenix.

**CREATE ACCOUNT AND LOGIN TO THE CONFERENCE**



ASL interpreting and captioning services  
available at conference in partnership with



Equal  
Access  
Services



## OUR 2022 CONFERENCE PARTNERS

### PRESENTING SPONSORS



College of Medicine  
Phoenix

**PERKINScoie**  
COUNSEL TO GREAT COMPANIES



City of Phoenix

EQUAL OPPORTUNITY DEPARTMENT



**ASU** Center for the Study of  
**Race and Democracy**  
Arizona State University



CSAA Insurance Group,  
a AAA Insurer



### EMPLOYER NETWORKING

Be sure to catch some of our sponsors at the Employer Resource Job Fair.

Thursday 4:00-6:00pm on Zoom. [Registration Required.](#)





## 2022 CONFERENCE AGENDA AT-A-GLANCE

### DAY ONE (VIRTUAL) WEDNESDAY, OCT 12

**6:00 – 8:00 PM**

#### AWARDS CEREMONY

Open to the public!

Attend live here: <https://asu.zoom.us/j/84661078469>

### DAY TWO (VIRTUAL) THURSDAY, OCT 13

**8:30 – 9:00 AM**

#### CONFERENCE WELCOME

**9:00-10:00 AM**

#### OPENING KEYNOTE

LET'S TALK ABOUT IT! Productive workplace conversations around race, gender and equity - **Featuring Jim E. Warne**

**10:30 AM – 12:00 PM**

#### WORKSHOP #1

BELONGING AND CONNECTING: Feeling seen, heard, understood and accepted - **Featuring Miguel Joey Avilés**

#### WORKSHOP #2

HEALING: COLLECTIVE COMMUNITY TRAUMA: Addressing the isolation, trauma, anxiety, and uncertainty resulting from the pandemic - **Featuring Ashlea Taylor-Barber** (10:30 am – 12:00 pm)

**12:30 – 2:00 PM**

#### WORKSHOP #2

HEALING: COLLECTIVE COMMUNITY TRAUMA: Addressing the isolation, trauma, anxiety, and uncertainty resulting from the pandemic - **Featuring Dr. Talee Vang** (12:30 – 2:00 pm)

#### WORKSHOP #1

BELONGING AND CONNECTING: Feeling seen, heard, understood and accepted - **Featuring Miguel Joey Avilés**

**2:15 – 3:30 PM**

#### CLOSING SESSION

MINDFULNESS: Creating intentional space to foster peace and balance in the workplace - **Featuring Nathan Baptiste**

**4:00 – 6:00 PM**

#### EMPLOYER RESOURCE JOB FAIR

Pre-registration is required. Open to the public.

### DAY THREE (VIRTUAL) FRIDAY, OCT 14

**8:30 – 9:00 AM**

#### CONFERENCE CLOSE

**9:00 – 10:00 AM**

#### OPENING KEYNOTE

LET'S TALK MORE ABOUT IT! The tools and resources needed to empower conversations around race, gender and equity.

Featuring Dr. Sherard A. Robbins

**10:30 AM – 12:00 PM**

#### WORKSHOP #1

CANCEL CULTURE: Calling In Not Out

Featuring Eleanor Clifford

#### WORKSHOP #2

LEADING DIFFERENTLY: The intersectionality of ableism, racism and leadership

Featuring Andraea LaVant

**12:30 – 2:00 PM**

#### WORKSHOP #2

LEADING DIFFERENTLY: The intersectionality of ableism, racism and leadership

Featuring Andraea LaVant

#### WORKSHOP #1

CANCEL CULTURE: Calling In Not Out

Featuring Eleanor Clifford

**2:15 – 3:30 PM**

#### CLOSING SESSION

DEI CHAMPIONS ASSEMBLE! Highlighting the DEI strategies and programs that work, and how yours can too!

The 21st Annual Diversity Leadership Alliance Conference is powered by HOPIN, exclusively sponsored by University of Phoenix.

**CREATE ACCOUNT AND LOGIN TO THE CONFERENCE**



**CHRISTINE FRENCH LIFETIME  
SERVICE AWARD - ORGANIZATION**



**CHRISTINE FRENCH LIFETIME  
SERVICE AWARD - INDIVIDUAL**



MR. PHIL PANGRAZIO



MR. LEE BARNETT

**DLA EQUITY TRAIL BLAZER AWARD**



## 21ST ANNIVERSARY DIVERSITY AWARDS 2022 NOMINEES

**WEDNESDAY, OCTOBER 12, 2022**

**AWARDS CEREMONY ♦ 6:00-8:00 PM**

**Celebrating and Honoring our Diversity Champions**

Open to the public!

Bookmark this link to attend the live event.

<https://asu.zoom.us/j/84661078469>

**2022 DIVERSITY LEADER OF THE YEAR**



SAM CASTRO



DR. FELINA CORDOVA-  
MARKS



NIKI TAPIA



DR. DONALD W.  
NORTHFELT



KRISTIN RODNEY



JENNIFER SANCHEZ



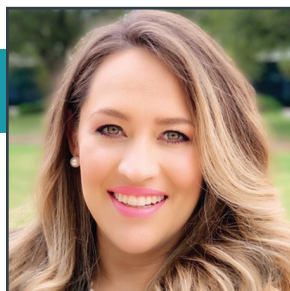
ZACHARY ROMO

**Thanks to the following for nominating the above award  
candidates!**

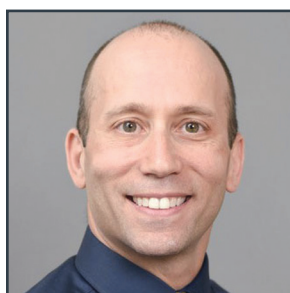
- Farhia Omar
- Dr. Teshia Solomon
- Mayra Vasquez
- Adrianna Tusek Erickson
- Banita Bevineau
- Jeff Buda
- Michelle Dew

**SPECIAL THANKS TO OUR AWARD PARTNERS AZSHRM AND MAYO CLINIC!**





**LORENA CASTRO**  
2022 CO-CHAIR



**DR. BRENT SCHOLAR**  
2022 CO-CHAIR

## 2022 AWARDS CO-CHAIRS

We have been honored to serve on the DLA/AZ SHRM Awards Committee for this special 21st Annual DLA Conference and Diversity Awards.

As we have all been continuing to experience our own journeys in 2022 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 third 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 2022 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.

## 2022 AWARDS COMMITTEE



**SONJA TALLEY**  
CORE HR SOLUTIONS, LLC



**ROWDY DUNCAN**  
PHOENIX COLLEGE



**GUADALUPE MARTINEZ**  
DIVERSITY LEADERSHIP  
AWARDS - YOUTH WINNER 2021



**BARRY G. STRATFORD**  
PERKINS COIE LAW FIRM



**JACQUE STARKS, CDE, SDL**  
JACQUE OF ALL TRADEZ  
CONSULTING



**LEILA ZAGHLOUL**  
APS

*"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."*

- Marion Kelly, Co-Founder DLA





# The power of together.

From cultural celebrations and community gatherings to new opportunities and honored traditions, join us in keeping our communities vibrant and Arizona's future bright.







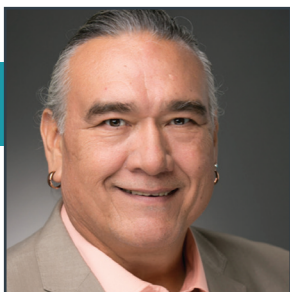
THURSDAY, OCTOBER 13, 2022

OPENING KEYNOTE ♦ 9:00-10:00 AM

## LET'S TALK ABOUT IT!

### Productive workplace conversations around race, gender, and equity

The challenges and benefits of creating an equity-centric workplace culture are imperative in today's ever-changing workplace climate, marred with social unrest and divisiveness. However, many companies find it difficult to start these complex and uncomfortable conversations and engage in them authentically and meaningfully. In this powerful keynote, you will hear how companies can set the right tone by setting their intentions around having these pivotal conversations. Attendees will walk away with practical steps to help create a safe environment that invites dialogues around inclusion and equity.



## FEATURING

### JIM E. WARNE

**NATIVE ADVOCATE, FILMMAKER AND EDUCATOR**

**WARRIOR SOCIETY DEVELOPMENT, LLC AND WSD PRODUCTIONS**

**COMMUNITY ENGAGEMENT DIRECTOR, UNIVERSITY OF SOUTH DAKOTA CENTER FOR DISABILITIES**

**OYÁTE CIRCLE, SANFORD SCHOOL OF MEDICINE**

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THURSDAY, OCTOBER 13, 2022

WORKSHOP #1 ♦ 10:30 AM-12:00 PM + 12:30 PM-2:00 PM

## BELONGING AND CONNECTING

### Feeling seen, heard, understood, and accepted

In our new hybrid work environments, many employees find it increasingly challenging to bring their authentic selves to work and feel a sense of disconnection among their co-workers and teams. Creating space for authentic connection is how many organizations can foster a stronger sense of community, where their employees can feel like they not only belong there but that their contributions matter. This innovative workshop illustrates what creating a culture of true belonging entails. Attendees will learn how to define and enhance their workplace culture to be a safe space and place where employees can thrive and feel a sense of empowerment.



## FEATURING

### MIGUEL JOEY AVILÉS (HE/HIM/ÉL)

**GLOBAL DIVERSITY AND INCLUSION**

**KEYNOTE SPEAKER | CONSULTANT | COACH**

**MJA & CO, LLC**

Miguel has been recognized as a 2021 top 15 Champion of Diversity by Diversity Global Magazine, as a top 100 Executive Leaders by Diversity MBA Magazine, and featured as an Inclusion Innovator by the Society of Human Resources Management (SHRM). He is the former Chief of Diversity and Inclusion at an 88,000-person organization and has over 15 years of D&I experience. Miguel is an equity thought Leader with over a decade of experience at the Department of Defense (DOD), the Department of Interior (DOI), and the Department of Homeland Security (DHS). Miguel is also a TEDx Talk speaker and has been featured in the Washington Post, the Chicago Tribune and on Telemundo. An architect of D&I interventions, he aims to equip global organizations with the tools needed to build a captivating business case for Justice, Equity, Diversity and Inclusion, exponentially increase D&I budgets and manage D&I related national scandals involving domestic terrorism, United Congress progress convenings and high-stake televised cases.



**MODERATOR: TONDRA RICHARDSON**

**Director of Student Diversity and Inclusion, University of Phoenix**





**THURSDAY, OCTOBER 13, 2022**

**WORKSHOP #2 ♦ 12:30 PM-2:00 PM + 10:30 AM-12:00 PM**

## HEALING: COLLECTIVE COMMUNITY TRAUMA

### Addressing the isolation, trauma, anxiety, and uncertainty resulting from the pandemic

Addressing the isolation, trauma, anxiety, and uncertainty resulting from the pandemic, diverse community experts will share their experiences with trauma and healing, and address the isolation, anxiety, and uncertainty associated with returning to the workplace in the most uncertain of times. They will provide tools and resources you can use to overcome its effects and create a safe space for your employees to thrive. Our experts will help bring awareness to the diverse impact and varied trauma responses experienced across cultures and socio-economic groups. Through empathy and experiential learning, they will illustrate how connected we are, based on the collective community experiences of trauma and isolation experienced from the global pandemic.

#### FEATURING



#### **ASHLEA TAYLOR-BARBER, LMFT, MARRIAGE AND FAMILY THERAPIST, FAVOR AND GRACE UNDER FIRE, THERAPY AND CONSULTING, SPEAKING FAVOR AND GRACE UNDER FIRE, SPEAKING AND ENGAGEMENT (10:30 AM - 12:00 PM)**

Ashlea Taylor-Barber is an independently licensed Marriage and Family Therapist and the owner of the therapy & consulting practice Favor & Grace Under Fire PLLC & the speaking and engagement practice Speaking Favor & Grace Under Fire LLC. Ashlea graduated from Arizona State University with a Bachelor of Arts in Psychology and an Advanced Masters in Marriage and Family Therapy. With over 11 years of experience in the Behavioral Health field, Ashlea loves utilizing experiential techniques with couples, families, and children specializing in helping folks move through life transitions and trauma, race-based issues, uncovering generational patterns of dysfunction, and working specifically with women.



#### **DR. TALEE VANG, DEI CONSULTANT, URBAN TRAUMA (12:30 - 2:00 PM)**

Personable, authentic, and engaging, Dr. Talee Vang is a licensed psychologist with expertise in diversity, equity, and inclusion (DE&I), as well as health equity. Her educational background as a social scientist and reputation as an effective educator perfectly positions her to help organizations in their evolutionary growth. Dr. Vang has driven health equity and DEI initiatives in healthcare systems and led as a top consultant with Urban Trauma working with corporations such as Bloomberg, Ecolab, Genentech and more.



#### **MODERATOR: MARION KELLY**

**Director, Office of Public Affairs, Mayo Clinic**



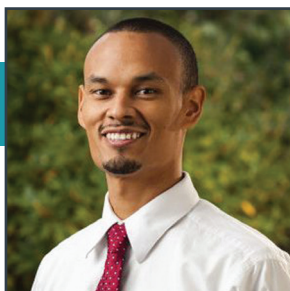
THURSDAY, OCTOBER 13, 2022

CLOSING SESSION ♦ 2:15-3:30 PM

## MINDFULNESS

### Creating intentional space to foster peace and balance in the workplace

Cultivating mindfulness in the workplace is a powerful tool to help improve employee engagement, productivity, and overall job satisfaction. Organizations are discovering the great benefits of incorporating mindfulness activities and programs into the workplace. These benefits include improved focus, enhanced creativity, increased communication, and higher job retention. In this timely workshop, attendees will learn how to use mindful leadership in the workplace to help build an inclusive, supportive, and equitable culture.



## FEATURING

### NATHAN BAPTISTE (HE/HIM/HIS)

**EQUITY, DIVERSITY, & INCLUSION ADVISOR**

**EDI MINDFULNESS CONSULTING**

**CERTIFIED MEDITATION INSTRUCTOR**

Nathan Baptiste is founder of EDI Mindfulness Consulting, supporting organizations to create equitable and inclusive work environments in which employees of all different backgrounds thrive and diverse communities are represented and well-served. The greater purpose is to create a more equitable and peaceful society in which race and intersecting social identities do not predict disparate outcomes in life. Nathan is a specialist in organizational change advancing equity, diversity, and inclusion. He is also a mindfulness meditation instructor certified by MNDFL. As a practitioner for over 20 years, mindfulness is an integral component in his approach to training, coaching, and advising. Previously, Nathan served as the Diversity Program Manager at Oregon Metro, the regional government for 25 cities based in Portland, OR. In this role, he managed the agency-wide Diversity Action Plan and a number of agency-wide initiatives. Nathan received his bachelor's degree in Sociology from Occidental College and his master's degree in Education Leadership from Columbia University.



SCOTT



RACHEL



KRYSTLE



VANESSA



**weekday mornings 4:30-7a**







**VIRTUAL**

# EMPLOYER RESOURCE JOB FAIR

THURSDAY, OCTOBER 13, 2022 ■ 4:00 - 6:00 PM

Opening Welcome	4:00 - 4:05 p.m.
Introduction of Keynote Speaker	4:05 - 4:10 p.m.
Keynote Speaker	4:10 - 4:30 p.m.
Company Profiles	4:30 - 5:00 p.m.
Company Breakout Rooms	5:00 - 6:00 p.m.

Hear from top tier companies in the Valley who are also sponsors of the amazing 20th anniversary DLA Conference. They will share details on their company culture, DEI programs, Employee Resource groups and available and open job postings! Participating companies include: USAA, MAYO CLINIC, UNIVERSITY OF PHOENIX, CH.12 KPNX NEWS, PHOENIX SKY HARBOR AIRPORT and more! [www.diversityleadershipalliance.org/jobfair](http://www.diversityleadershipalliance.org/jobfair)



## NETWORK WITH:

- **USAA**
- **Mayo Clinic**
- **University of Phoenix**
- **CH.12 KPNX News**
- **Phoenix Sky Harbor Airport**
- **and more!**

*Free and open to the public!*



FRIDAY, OCTOBER 14, 2022

OPENING KEYNOTE ♦ 9:00-10:00 AM

## LET'S TALK *More* ABOUT IT!

**An equity-centric workplace begins with the proper tools and resources that empower conversations around race, gender, and equity – Learn how!**

Kickoff day two with our powerful keynote that moves “Let’s Talk” to an actionable discussion on how you can move the needle with your own DEI goals. Part two provides specific tools and resources to create an equity-centric workplace culture that continues catalyzing meaningful conversations. Attendees will walk away with practical steps and resources to create safe environments for dialogue around equity and inclusion.



## FEATURING

### DR. SHERARD A. ROBBINS

#### **OWNER, FOUNDER AND CHIEF EXECUTIVE OFFICER, VISCERAL CHANGE**

Dr. Robbins serves as the Founder and Chief Executive Officer of Visceral Change. For close to a decade, Dr. Robbins has operated as a multicultural organizational development consultant helping organizations and institutions across the country and abroad find new and creative ways to center their professional framework around diversity and inclusion. He has championed efforts to address and exact social change both nationally and internationally, and has been highly revered by corporations, councils, and institutions across the globe.

Dr. Robbins received his Ph.D. in Educational Leadership and Policy also serves as a with a focus on organizational design and behavior. In addition to his work with Visceral Change, Dr. Robbins is a professor at Vanderbilt University where he teaches the Leading Inclusive Organizations course in the Leadership and Learning in Organizations program for the Peabody College of Education.



A photograph of a woman and a young girl sitting together on a chair. The woman is wearing a vibrant, multi-colored headwrap and a white long-sleeved shirt. She is smiling and looking down at the girl. The girl is also wearing a white long-sleeved shirt and is laughing joyfully with her mouth open. The background is a soft, out-of-focus indoor setting with a window.

# Medtronic

Engineering the extraordinary

## Better outcomes for our world

We're driven to expand access to healthcare technology and pursue better outcomes for more people in more places.

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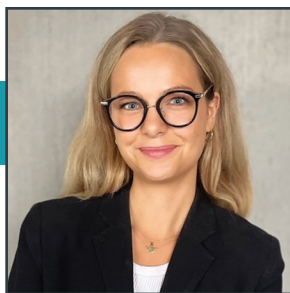
FRIDAY, OCTOBER 14, 2022

WORKSHOP #1 ♦ 10:30 AM-12:00 PM + 12:30 PM-2:00 PM

## CANCEL CULTURE

### Calling In Not Out

The terms “cancel culture” and “call-out culture” are rooted in the American practice of expressing disapproval for an individual, brand, or organization’s actions, and are intended to be a public call to have them “canceled”. This mass withdrawal of social and financial support is intended to create accountability and consequences for unfavorable actions. But is this type of public humiliation, boycotting, and rejection healthy and productive, or is it part of a more significant problem and a form of toxic behavior? In this eye-opening workshop, learn what organizations can do if they find themselves being ostracized with threats of being canceled for lack of DEI programs, representation, or actions of solidarity around racially charged issues. Hear from experts who firmly believe that organizations must be called IN and not called OUT for systemic, sustainable changes to occur.



## FEATURING

### ELEANOR CLIFFORD (SHE/HER)

Eleanor Clifford is the founder of Cancel Culture Consulting. Eleanor and her team help organisations be authentically inclusive and equitable through their internal and external communications and behaviours. Whilst businesses strive to avoid offence, Eleanor recognised many lack the skill, experience, and technical knowledge to achieve that outcome. She is astutely aware of the impact reputation has on financial success. Eleanor appreciates how organisations grapple with the fast-moving socio-political landscape and the need to match intent with the nuance of their communication. She is uniquely placed to provide pragmatic advice to businesses seeking to minimise their risk of being cancelled and maximise their authentic voice. Eleanor holds a Bachelor of Science (Psychology major) and a Bachelor of Arts (known as Liberal Studies in the US) from the country’s highest ranked college, The Australian National University. She is further pursuing academia writing a thesis and undertaking psychological research amid topics of inclusivity and diversity. Eleanor is highly attuned to current societal issues and attitudes with enormous insight into cancel culture. She is passionate about equity and inclusion, and her motivation is to assist corporates in this space.



#### MODERATOR: JOANNA DE'SHAY

Executive Director, Diversity Leadership Alliance



FRIDAY, OCTOBER 14, 2022

WORKSHOP #2 ♦ 12:30 PM-2:00 PM + 10:30 AM-12:00 PM

## Leading Differently

### The intersectionality of ableism, racism, and leadership

Many organizations still see workplace diversity as gender, race, ethnicity, and sexual orientation and miss the mark of including disability in their DEI initiatives. Diversity must include meaningful conversations around disability as a social justice issue and part of the structural inequities built into various systems. This workshop will explore the intersectionality of ableism, racism, and leadership, recognizing the importance of including members of the disability community in the workplace. Learn how your organization can be a genuine place of acceptance and support and one that cherishes all people, including individuals with disabilities.



## FEATURING

### ANDRAÉA LAVANT

#### FOUNDER AND PRESIDENT, LAVANT CONSULTING, INC.

Andraéa LaVant is founder and president of LaVant Consulting, Inc. (LCI), a social impact communications firm that offers cutting-edge corporate development and content marketing for brands and nonprofits. LCI's specialty is helping brands "speak disability with confidence." Andraéa is widely recognized for spearheading a global disability justice movement as impact producer for Netflix's 2020 Oscar-nominated film, *Crip Camp*, executive produced by President Barack and Mrs. Michelle Obama. In this capacity, she became the first visibly disabled Black woman to attend the Academy Awards. She is a nationally and internationally sought-after disability inclusion expert. Her work has been featured on Good Morning America, NBC, Essence.com, the Root, Paper Magazine, and a host of other national media. As a black, disabled woman, Andraéa champions intersectionality and is committed to working toward a future where ALL people, particularly disabled people of color, are seen and valued in culture and society at-large.



#### MODERATOR: REID DESPIEGELAERE

Chief Development Officer, Every Child Pediatrics



# **DIVERSE PERSPECTIVES.** **A COMMON MISSION.**

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**FRIDAY, OCTOBER 14, 2022**

**CLOSING SESSION ♦ 2:15-3:30 PM**

## DEI CHAMPIONS ASSEMBLE!

### Highlighting the DEI strategies and programs that work, and how yours can too!

Being a DEI champion requires you to be at the forefront, setting the expectations and intention for how your organization will take the lead around DEI. It requires leaders to make a conscious shift in culture, modeling the behavior and getting buy-in for DEI efforts and programs. In this fireside panel, hear from Executives from our presenting organizations on DEI, equity and belonging efforts, programs, and initiatives that work.



#### ESSEN OTU **MANAGER DIVERSITY AND INCLUSION, SRP**

Essen Otu is a DEI and community affairs leader with a career spanning government, healthcare, non-profit and utility industries. His work guides organizations in building more inclusive, equitable and sustainable cultures and brands through strategic stakeholder engagement.



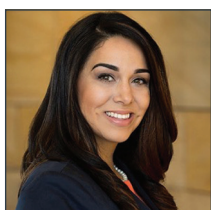
#### DANYEL PETERSON **AVP / BANK PMO STRATEGIC EXECUTION USAA**

Danyel Peterson leads key functions across USAA Bank Portfolio to optimize regulatory compliance, operational effectiveness, and strategic transformational growth. Additionally, she serves as a key leader for the Bank's Diversity Equity and Inclusion engagements.



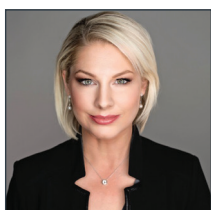
#### ERICK GARCIA **EQUITY, INCLUSION AND DIVERSITY ADVISOR, MAYO CLINIC**

Erick Garcia, MHA, CDP (He/Him), is a multifaceted leader with a diverse background in healthcare administration, human resources and equity, inclusion and diversity. Joining Mayo Clinic in 2021, Erick has the pleasure of supporting the Office of Equity, Inclusion & Diversity for the Arizona site.



#### SARAY LOPEZ **DIRECTOR, STUDENT DIVERSITY AND INCLUSION, UNIVERSITY OF PHOENIX**

Saray Lopez is the director of the Office of Educational Equity at University of Phoenix. Prior to joining the university, Lopez had over eight years of experience in building and designing competency-based education programs in a private liberal arts college and a community college setting.



#### KATE MORRIS **GENERAL MANAGER AND PRESIDENT, CH. 12 NEWS**

Kate was named president and general manager of KPNX in 2018 after previously serving seven years as executive news director. She joined the station in 2006 and, during her tenure at the station, participated in the TEGNA Executive Leadership Program.



LEE BARNETT  
DLA BOARD MEMBER  
YOUTH ACADEMY CHAIR



DOMINIC BARTOLA  
DLA BOARD MEMBER  
YOUTH ACADEMY CHAIR

## 2022 DLA YOUTH LEADERSHIP ACADEMY

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 are changing as we get back to some sense of normalcy.

We are thrilled that in 2022 we will be able to provide opportunities for in-person interactions. We have missed the positive energy and smiles from our Youth Leadership participants and can't wait to see them all in person.

To date, we have provided over \$225,000 in scholarships to underserved, minority and diverse juniors and seniors looking to maximize their opportunities in higher education and beyond.

Thanks to our incredible students for their resilience and continuing to participate virtually 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 virtual conference!

- Dominic and Lee, DLA Youth Leadership Co Chairs



*"Be able to have an open mind and vulnerable conversations regarding Equity and Inclusion."*

- Jackson Asante Whitaker, 2020 DLA Youth Leader





## Creating a stronger community, together.

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**RENEE BHATTI KLUG**

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## 2022 DLA CONFERENCE PLANNING COMMITTEE

A special thank you to the 2022 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**  
JACQUE OF ALL THINGS ADEZ  
CONSULTING



**VICTORIA WILLIAMS**  
AMERICAN EXPRESS



**DAVID BOOTH**  
USAA



**KARA SALIBA**  
MAYO CLINIC



**JEFF SHEWAN**  
USAA



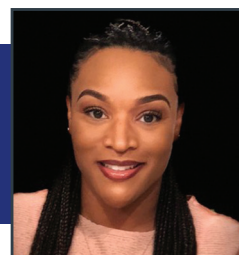
**OLGA DIAZ**  
CITY OF PHOENIX



**DR. BRENT SCHOLAR**  
ASU



**LORENA CASTRO**  
ARIZONA SHRM



**LAKEYSHA DELEON**  
ARIZONA PUBLIC SERVICE



*Lean in to make changes for the community you live in and organizations we all serve."*

Myoshi Maul, Leadership & Education Consultant – COX





## SPECIAL THANKS

**Saray Lopez**, University of Phoenix

**Jynx Younin**, University of Phoenix

**Chester Grayson**, University of Phoenix

**Tondra Richardson**, University of Phoenix

**Kate Morris and the team** at Channel 12

**Mike Clayton**, Mayo Clinic

**Maria Radloff**, Designer

**Equal Access**, ASL Translation

**Joan M. Turner**, Mayo Clinic

**Cranberry Hills**, Award recipient gifts

**Eric DeWolf**, HJ Trophies and Awards

**DLA Board of Directors**

**Brent Scholar**, Awards Committee Co-Chair

**Lorena Castro**, Awards Committee Co-Chair

**Reid DeSpiegelaere**, Conference Co-Chair

**Tikki Carmichael**, Conference Co-Chair

**Joanna de'Shay**, Executive Director



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# PHOENIX UNION HIGH SCHOOL DISTRICT & THE DLA YOUTH COUNCIL

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### OUR MISSION

Guide leaders in the transformation of culture to build an inclusive community.

### OUR VISION

Be an inclusive community where each person is equally respected and empowered.

### OUR STRATEGIES

Provide educational opportunities, tools, and resources to build an inclusive community. Assist students transitioning from high school to college or work.

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The background of the entire page is a collage of various photographs of diverse individuals, primarily young adults, smiling. The photos are layered and tilted at different angles, creating a sense of movement and community. The overall color palette is dominated by teal and blue tones, with some orange and yellow accents from the text boxes.

# SUPPORT DLA

[WWW.DIVERSITYLEADERSHIPALLIANCE.ORG](http://WWW.DIVERSITYLEADERSHIPALLIANCE.ORG)

Donations are what help us keep our Monthly workshops at no cost. They also help provide the over \$25,000 in annual Scholarships that we disburse to deserving High School students in the Phoenix Union High School District Schools.

Every Dollar helps and Every Dollar ensures that we continue the pivotal work of Equity and Inclusion for ALL!

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