

2024



DIVERSITY Leadership Alliance

23rd Annual DLA Conference

BUILDING RESILIENCE AND RENEWED HOPE FOR **EQUITY** AND **INCLUSION**

October 3-4, 2024



www.diversityleadershipalliance.org

Your difference makes a difference.

Thank you for your dedication to equity and social justice.



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FOSTERING EQUITY, TOGETHER.

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

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BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

2024 CO-FOUNDER MESSAGE



MARION KELLY

**DIRECTOR
OFFICE FOR COMMUNITY
AND BUSINESS RELATIONS
MAYO CLINIC**

Dear Conference Participants,

On behalf of the Diversity Leadership Alliance, it is my honor to welcome you to our 23rd Annual Diversity Leadership Alliance Conference. This year's theme, *Building Resilience and Renewed Hope for Equity and Inclusion*, captures the spirit of both the times we live in and the future we envision. Over the next two days, we are coming together—both virtually and in person to build something powerful and lasting. In an ever changing environment of diversity, equity, and inclusion, those words alone are often met with resistance. Now, is more important than ever that we foster resilience. Resilience will keep us moving forward. Even in the face of obstacles, igniting a renewed hope that will guide us toward a more just and inclusive society.

The DLA conference offers a transformative experience, rich in content, that dives deep into the heart of impactful DEI programming. Together, we will explore what truly makes these initiatives meaningful, ensuring they lead to lasting change in our organizations, communities, and beyond. From thought-provoking workshops to riveting keynote addresses, we've designed each session to inspire and equip

you with the tools to cultivate change. Our goal is not just to talk about diversity and inclusion but to empower you to lead these conversations—within your spheres of influence—with courage and authenticity.

As we gather in this safe space, let us reflect on the progress we've made, acknowledge the work still to be done, and envision a future where everyone's voice is heard and valued. I invite you to join us as we champion resilience, foster hope, and drive meaningful, lasting change. Let us renew our commitment to creating a world where equity and inclusion transcend boundaries, where we uplift every individual, and where justice is not just a distant goal but a present reality. We are so appreciative of your dedication to this critical work and your participation in what promises to be the most impactful equity conference in the state of Arizona.

Thank you, and welcome to the 23rd Annual Diversity Leadership Alliance Conference.

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



BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

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BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION



TIKKI CARMICHAEL
2024 CO-CHAIR



G'KYSHIA HUGHES
2024 CO-CHAIR



ASHLEY TROYER
2024 CO-CHAIR

2024 CONFERENCE CHAIRS

As co-chairs of the 23rd annual DLA Conference, we wanted to take a moment to express our heartfelt gratitude. We thank each and every one of you for attending, volunteering, contributing to the conversations, bringing your talents and being brave enough to take ACTION for change. It has been an incredible journey planning this event. Your presence and contributions have made it that much more special.

The passion and dedication our volunteers have shown in advancing the cause of diversity, equity and inclusion has been nothing short of amazing. Your unwavering commitment to creating a more inclusive world, one meeting at a time is a beacon of hope and progress. Through your unique perspectives, experiences, and voices we've learned, grown and celebrated the richness of diversity in all its forms. Together we've sparked important conversations, fostered understanding and ignited change.

We couldn't be prouder of what we've accomplished together. We are excited about the positive impact it will have in our DLA community and beyond. The connections we've made and the bonds we've forged during the conference will continue to fuel our collective journey towards a more equitable and inclusive work environment, personal relationships, and larger community. Thank you for your dedication, your courage, and your unwavering support. We look forward to continuing this journey with you. We can't wait to see the remarkable changes we will bring about together.

Tikki, G'Kyshia and Ashley

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

2024 CONFERENCE DETAILS

CONFERENCE THEME

23rd Annual Diversity Leadership Alliance Conference will be an impactful gathering dedicated to driving positive change in our communities and organizations. With a resolute focus on tangible actions, this conference aims to foster sustainable diversity, equity, and inclusion (DEI) practices that transcend mere rhetoric. By bringing together thought leaders, experts, and passionate advocates, we will explore innovative strategies, share best practices, and ignite meaningful conversations that inspire systemic change. Join us as we champion the power of action and collectively build a future where diversity, equity, and inclusion flourish in every aspect of our society. This year, we challenge participants to raise their collective voices loud enough to drown out the hate and unravel the havoc that racism has wreaked throughout our beloved community and country.

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 provides 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.



BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

OUR 2024 CONFERENCE PARTNERS

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2024 CONFERENCE AGENDA AT-A-GLANCE

DAY ONE (VIRTUAL) THURSDAY, OCTOBER 3

8:30 – 9:00 AM
CONFERENCE WELCOME

9:00 – 10:00 AM
OPENING KEYNOTE

Storytelling for Transformation: Elevating DEI Through Powerful Personal and Organizational Narratives

Featuring Andre Bradford

Moderated by Allison Rodriguez

10:30 AM – 12:00 PM
WORKSHOP #1

The ERG Advantage: Harnessing Employee Resource Groups to Foster a Cultural Momentum Shift in the Workplace

Featuring Hady Mendez

Moderated by Erick T. Garcia

WORKSHOP #2

Beyond Apologies and Backlash: Charting a Clear Course for Radical Inclusion

Featuring Alex Lahmeyer

Moderated by Marion Kelly

12:30 – 2:00 PM
WORKSHOP #3

Sustaining the Mission: Cultivating Resilience and Preventing Burn Out for DEI Champions and Allies

Featuring Krystal Cobran, Marion Kelly and Kate Morris

Moderated by Allison Rodriguez

WORKSHOP #4

Building a Culture of Trust: Creating Better Strategic Alignment and Metrics for DEIB Within Organizations

Featuring Zhou Fang

Moderated by Tondra Richardson

2:00 – 3:30 PM
CLOSING SESSION

The Power of Connection: Using DEI Strategies to Build Meaningful Connections

Featuring Elliott M. Francis

Moderated by Joanna de'Shay

DAY TWO (LIVE) FRIDAY, OCTOBER 4

8:00 – 8:30 AM
DOORS OPEN / REGISTRATION

8:30 – 9:00 AM
BREAKFAST

- Networking
- Vendor Resource Fair

9:00 – 10:00 AM
CONFERENCE CLOSING PROGRAM

10:00 – 11:00 AM
MODERATED PANEL DISCUSSION

Sustaining the Mission: Cultivating Resilience and Preventing Burn Out for DEI Champions and Allies

Featuring Krystal Cobran, Kate Morris and Marion Kelly

Moderated by Allison Rodriguez

11:00 – 12:30 PM
EQUITY BUILDING WORKING SESSION:
COMMUNITY EQUITY BUILDING

- Question Prompts
- Guided Responses
- Report Out by Table

Featuring Juan Taveras

12:30 – 2:00 PM
COMMUNITY CONNECTION

- Lunch Served
- Vendor Resource Fair
- Networking / Community Connection
- Mindfulness Corner/Journaling



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.



BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

OPENING KEYNOTE

THURSDAY, OCTOBER 3, 2024 9:00 -10:00 AM

Storytelling for Transformation: Elevating DEI Through Powerful Personal and Organizational Narratives

Join DLA as we open our 23rd annual Social Justice conference with an inspiring keynote that speaks to the transformative power of storytelling in advancing diversity, equity, and inclusion.

Explore how compelling personal and organizational narratives can ignite change, bridge divides, and elevate DEI efforts from mere rhetoric to impactful movements. Discover the art of crafting stories that resonate, engage hearts and minds, and drive meaningful action toward a more inclusive future where your employees are seen, heard, and valued.

FEATURING



**ANDRE BRADFORD • MOTIVATIONAL SPEAKER • TEDX TALK SPEAKER
POET • SCSAYS POETRY**

Andre Bradford, also known by his stage name S.C. Says, is a beacon of inspiration and creativity in the world of spoken word. As a TEDx Talks speaker and a celebrated Austin-based motivational speaker, Bradford brings a profound depth to his craft that resonates with audiences nationwide.

Since 2013, he has captivated and challenged listeners through his electrifying slam poetry performances, establishing himself as a national champion and a vital voice in the community. With a career nationwide, Bradford has graced the stages of renowned poetry venues, prestigious universities, and influential conferences. His work has garnered attention and acclaim from

prominent media outlets, including the Huffington Post, Write About Now, The Edge Radio, The Culture Trip, and Blavity. Bradford's accolades are a testament to his exceptional talent and dedication.

He is a two-time Austin Poetry Slam Champion and the 2022 Texas Grand Slam Champion, achievements that highlight his extraordinary skill and commitment to the art form. His poetry collection, "Golden Brown Skin," is a profound and personal narrative about mental health, surviving depression, and finding God. His poetry delves into a rich array of subjects, from the complexities of being mixed race to the urgent calls for social justice and the vital conversation around mental health awareness. Each piece is a testament to his belief in the transformative power of words, crafted with raw vulnerability and a deep sense of purpose.

Slam poetry, for Bradford, is not merely an art form; it is a sacred space for storytelling that embraces transparency and fosters dialogue. Spoken word to him is where diverse cultures and experiences converge, allowing for an exchange of ideas that bridges gaps and builds understanding.



MODERATOR

ALLISON RODRIGUEZ
ANCHOR • TODAY IN ARIZONA, 12NEWS

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

WORKSHOP #1

THURSDAY, OCTOBER 3, 2024 10:30 AM -12:00 PM

The ERG Advantage: Harnessing Employee Resource Groups to Foster a Cultural Momentum Shift in the Workplace

In this dynamic and timely DLA workshop, participants will discover how Employee Resource Groups (ERGs) can be powerful catalysts for driving systemic change and fostering a vibrant, inclusive workplace culture.

“The ERG Advantage” delves into strategies for leveraging ERGs to amplify diverse voices and ignite a cultural momentum shift within your organization. Participants will explore some best practices for establishing and sustaining impactful ERGs and learn how to align ERG initiatives with broader organizational goals. By harnessing the collective power of ERGs, attendees will gain the tools to champion equity, drive social justice, and create a more equitable and inclusive environment where every employee can thrive.

Join to unlock the full potential of ERGs and lead your organization toward powerful and intentional cultural change.

FEATURING



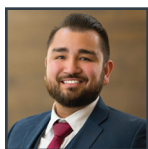
HADY MENDEZ • FOUNDER & CEO • BOLDLY SPEAKING, LLC

Hady Mendez is a NY-based Amazon best selling author, Latina speaker, and ERG coach. She is the founder and CEO of Boldly Speaking LLC, a company that is transforming the professional experiences of women and people of color by empowering underrepresented employees with the skills to self-advocate, self-promote, and ascend into leadership roles within Employee Resource Groups (ERGs) and across organizations.

With a diverse career spanning over 25 years, Hady has served as Head of Equality for a major tech firm, held multiple customer-facing roles in high tech and financial services, served as a leader and advisor across various Resource Groups (ERGs), volunteered as an international champion for

incarcerated and formerly incarcerated women, and served as Community School Director at an elementary school in the South Bronx.

Hady's essays have been featured in Business Insider and #WeAllGrow Latina and her thought leadership has been leveraged by organizations such as Hack, Diversity, Power To Fly, Lean in Latinas, and many others. Hady is a Latinas in Tech Luminarias 2022 Honoree, a Women of ALPFA 2023 “Latinas to Watch”, and a LinkedIn “Top Coaching & Mentoring Voice”. In her free time, Hady is an amateur street art photographer and an avid podcast listener.



MODERATOR

ERICK T. GARCIA

EQUITY, INCLUSION & DIVERSITY ADVISOR • OFFICE OF EQUITY, INCLUSION & DIVERSITY
MAYO CLINIC

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

WORKSHOP #2

THURSDAY, OCTOBER 3, 2024 10:30 AM -12:00 PM

Beyond Apologies and Backlash: Charting a Clear Course for Radical Inclusion

DLA would like to challenge its participants to overcome the pitfalls of performative gestures and reactive measures and learn what it truly means to be radically inclusive. This transformative DLA workshop challenges traditional approaches to diversity and inclusion by emphasizing proactive, systemic strategies that drive genuine, long-lasting change.

Participants will explore frameworks for integrating radical inclusion into every facet of their organization, from recruitment, policy development, retention, and daily practices. Through interactive virtual discussions, experiential learning and real-world examples, participants will uncover how to move beyond superficial apologies and manage backlash effectively, fostering a culture where inclusion is embedded in the organizational DNA.

Equip yourself with actionable insights and innovative tools to lead your organization toward a future where radical inclusion is an ideal and your lived organizational reality.

FEATURING



ALEX LAHMEYER (THEY/THEM)
FOUNDER & DEI CONSULTANT • BOUNDLESS ARC

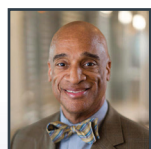
Alex Lahmeyer is a queer, non-binary, and neurodivergent DEI consultant and career coach who helps people understand their role in expanding access to opportunity. With a talent acquisition and organizational development background, Alex works with clients to weave DEI into the fabric of their operations.

Alex's perspective draws from a blend of in-house and consulting experience. Building on their work driving grassroots DEI initiatives in tech startups, they served as Thumbtack's first DEI leader, where they developed the company's global strategy and served as a trusted advisor to employees at every level. In

2020 they received the For All Leadership Award from Great Place To Work for their lasting impact on Thumbtack's culture.

Alex was most recently a senior consultant with Collective, where they partnered with clients to conduct cultural assessments and practice audits, co-design DEI strategies, and develop implementation plans to center the needs of marginalized employees.

Today, Alex is the founder of Boundless Arc, serving as a Fractional DEI Business Partner for organizations and a career coach for LGBTQ+ job seekers and allies. They believe intentional, equitable design is key to transforming careers and workplaces alike. Alex holds a BA in Psychology and Sociology from Indiana University Bloomington.



MODERATOR

MARION KELLY
DIRECTOR • OFFICE FOR COMMUNITY BUSINESS RELATIONS • MAYO CLINIC, ARIZONA

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

WORKSHOP #3

THURSDAY, OCTOBER 3, 2024 12:30 - 2:00 PM

Sustaining the Mission: Cultivating Resilience and Preventing Burn Out for DEI Champions and Allies (Part 1)

Diversity Leadership Alliance has been doing DEI heart work for over 23 years. In that time, we have seen an increase in the demanding landscape of diversity, equity, and inclusion work. We fully recognize the challenges that DEI professionals and advocates face in doing this vital work, giving the work substance and meaning while also maintaining personal well-being and sustaining passion.

“Sustaining the Mission: Cultivating Resilience and Preventing Burnout for DEI Champions and Allies” is a DLA workshop designed to empower those at the forefront of DEI efforts with the tools and strategies needed to thrive without compromising their mental and emotional health. This two-part workshop offers a deep dive into self-care techniques, effective boundary-setting, and resilience-building practices explicitly tailored for DEI professionals and advocates.

Part One will take place on Thursday in a virtual session to lay the foundation and provide historical context for the work. Both sessions were designed with practical strategies to help sustain your commitment to social justice and equity and lead with renewed energy and effectiveness. Join us to strengthen your resilience and continue your vital work with clarity and vigor.

FEATURING KRYSTAL COBRAN, MARION KELLY, KATE MORRIS



KRYSTAL COBRAN • FOUNDER & PRINCIPAL CONSULTANT • GOOD IMPACT

Krystle Cobran specializes in helping organizations create inclusive cultures through her “Starts with Story” approach. A graduate of The George Washington University Law School, she clerked for the Superior Court of the District of Columbia and served as an NAACP/Kellogg Law Fellow. As a Visiting Lecturer at the University of Georgia, she developed and taught courses on Race & the Law and social issues. During law school, she also earned a Master of Public Policy from The College of William and Mary, where her research on affirmative action led to a published law journal article.

Krystle’s passion for fostering inclusive dialogue emerged while facilitating challenging conversations in academic settings. This experience inspired her to launch her consulting practice in 2017, advising leaders and teams on building inclusive cultures aligned with their mission and vision. She also authored *The Brave Educator* and became the first Inclusion Officer for Athens-Clarke County, where she developed a comprehensive DEI infrastructure for over 130,000 residents and 40 departments.

Her work emphasizes listening, trust, and storytelling as key components of sustainable DEI efforts. Today, Krystle provides strategic advising, tailored training, and stress-relief support to executives and teams, helping them build inclusive environments that foster meaningful change.

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

FEATURING (CONT.)



MARION KELLY
DIRECTOR • OFFICE FOR COMMUNITY BUSINESS RELATIONS
MAYO CLINIC, ARIZONA

Marion Kelly is the Director of Community Relations within Communications at Mayo Clinic, where he leads initiatives to foster strong civic, corporate, and neighbor relations and oversees the external Diversity & Inclusion efforts for the Arizona campus. His diverse background includes roles in education, the U.S. Senate, and the George H. W. Bush White House, where he served as Special Assistant for At-Risk Youth Initiatives and White House Liaison for the Department of Labor. He has held leadership positions at the Mayo Medical School and Indiana University School of Medicine.

Marion is active in his community, serving on various boards and co-founding the Coalition of Blacks Against Breast Cancer and Diversity Leadership Alliance. He holds degrees from Kentucky State University and the University of Kentucky and is a lifetime member of Kappa Alpha Psi Fraternity. Marion has received several honors, including the Scottsdale Chamber of Commerce Hall of Fame induction in 2023. He is married to Francine Ellison Kelly, with three adult children and four grandchildren.



KATE MORRIS • PRESIDENT & GENERAL MANAGER
KPNX PHOENIX • KNAZ • KMSB • KTTU

Kate Morris is the President and General Manager of KPNX / 12News, the NBC affiliate in Phoenix, and KMSB / KTTU, the Fox and CW affiliates in Tucson. With over 25 years of experience in local news leadership, Kate is known for her strategic vision and dedication to community-focused journalism. She has successfully led stations to new heights in audience engagement and public service. Kate began her media career in Phoenix as a local news producer. She later returned to her hometown of Boise, ID, where she became the Executive News Director at KTVB, the NBC affiliate, before becoming President and General Manager in 2018. During her tenure,

she transformed KTVB into Idaho's top news organization, significantly expanding its local news offerings and fostering a culture of innovation. Her leadership earned her and her team numerous accolades, including seven National Edward R. Murrow awards. Since joining 12News in Phoenix, Kate has focused on strengthening the station's culture, deepening its connection with the community, refreshing the brand, and improving ratings and audience reach across platforms. She is passionate about mentorship and is committed to developing the next generation of leaders in journalism and media. Kate serves on the boards of the Diversity Leadership Alliance and the Arizona State University Cronkite Endowment Board of Trustees.



MODERATOR

ALLISON RODRIGUEZ
ANCHOR • TODAY IN ARIZONA, 12NEWS

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

WORKSHOP #4

THURSDAY, OCTOBER 3, 2024 12:30 - 2:00 PM

Building a Culture of Trust: Creating Better Strategic Alignment and Metrics for DEIB Within Organizations

This DLA workshop is designed to help leaders, employees, and practitioners forge stronger connections between Diversity, Equity, Inclusion, and Belonging (DEIB) goals and organizational success through strategic alignment and definitive measurements.

Participants will delve into how cultivating a culture of trust can drive meaningful engagement and accountability across all levels of the organization. Participants will learn how to design and implement metrics that track progress, foster transparency, and build employee confidence. Participants will also gain practical insights on aligning DEIB initiatives with your organizational vision and develop actionable strategies to embed trust and effectiveness into your DEIB framework.

Join us to enhance your ability to lead with integrity, create an environment where DEIB goals are seamlessly integrated, and foster a collaborative environment where your employees have agency over their DEIB initiatives.

FEATURING



**ZHOU FANG (SHE/HER/TĀ) • FOUNDER • INTERSECTIONALITY COACH
CONSULTANT • INTERSECTIONAL GROUP, LLC • COBID CERTIFIED**

Zhou Fang is the founder and principal consultant of Intersectional Group LLC, a leadership practice with a focus on intersectionality, empathy, compassion, intentionality, as well as curiosity.

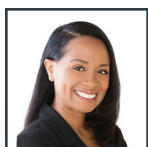
Zhou is a passionate advocate for pay transparency and equity, mental wellbeing, immigration reform, and climate justice, as well as a committed ally for the LGBTQ+ and Indigenous communities.

Currently, Zhou serves on the board of Portland HR Management Association. She is also the producer and host of The Intersection, a podcast program

about intersectionality, identity, leadership, and personal journey.

Zhou can be reached at zhou@intersectional.group. You can connect with her on LinkedIn as well.

Intersectional Group is a leadership practice that uses the framework of intersectionality, as well as the help of technology, empathy, compassion, and curiosity. It emphasizes on the importance of making EDI (equity, diversity, and inclusion) part of a company's business and strategic planning, instead of an add-on or stand-alone function. Intersectional Group builds relations and works with clients based on their needs. Intersectional Group is a COBID Certified Business in Portland, Oregon.



MODERATOR

TONDRA RICHARDSON

DIRECTOR, STUDENT DIVERSITY AND INCLUSION • UNIVERSITY OF PHOENIX

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

CLOSING SESSION

THURSDAY, OCTOBER 3, 2024 2:00 - 3:30 PM

The Power of Connection: Using DEI Strategies to Build Meaningful Connections

The true strength of our communities lies in our ability to forge genuine, meaningful connections. The DLA Thursday session, “The Power of Connection: Using DEI Strategies to Build Meaningful connections” is a wholistic session designed to harness the principles and reclaim the power of Diversity, Equity, and Inclusion to deepen and enrich our interpersonal interactions. This DLA closing session will guide participants through a journey of self-discovery and relational growth. By exploring innovative DEI strategies, we will uncover how embracing diverse perspectives, practicing empathy, and fostering an inclusive environment can lead to profound and authentic connections. Participants will receive resources to help to do some internal work and reflective exercises that will challenge existing biases, celebrate differences, and cultivate a deeper understanding of one another.

FEATURING



ELLIOTT M. FRANCIS • PRINCIPAL DEI PROGRAM MANAGER • SOFI

Elliott is a seasoned business leader with over 20 years of experience across private, federal, and non-profit sectors, specializing in equity, diversity, and inclusion (DEI) strategies and board governance.

Before transitioning to the non-profit and tech industries, Elliott worked in the federal government for 10 years at the National Science Foundation, The Internal Revenue Service and the Office of Comptroller of the Currency, focusing on DEI and strategic workforce planning. Currently as the Principal DEI Lead at SoFi Technologies, he leads the global DEI strategy, conducts deep data analysis, and recommends initiatives to address opportunities

areas identified through the annual Enterprise-wide Organizational Health Reviews. Previously, as Senior Manager for DEI Programs at Meta, he directed a global team supporting the Family of Apps to implement DEI action plans, enhance diversity, and establish accountability metrics for measuring program success.

Elliott also led the Global Inclusion, Diversity & Equity (ID&E) Learning & Inclusion Team at Amazon Web Services (AWS), collaborating with senior executives to design impactful learning strategies and drive cultural change.

Earlier in his career, Elliott served as Chief Diversity and Inclusion Officer at the Biotechnology Innovation Organization (BIO), where he spearheaded initiatives to promote diverse leadership within the life sciences industry and led the BIO Equality Agenda to combat systemic inequality.

In addition to his professional roles, Elliott is an active board member of PetSmart Charities.



MODERATOR

JOANNA DE'SHAY
EXECUTIVE DIRECTOR • DLA

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

PANEL DISCUSSION

FRIDAY, OCTOBER 4, 2024 10:00 -11:00 AM

Sustaining the Mission: Cultivating Resilience and Preventing Burn Out for DEI Champions and Allies (Part 2)

“Sustaining the Mission: Cultivating Resilience and Preventing Burnout for DEI Champions and Allies” is a DLA workshop designed to empower those at the forefront of DEI efforts with the tools and strategies needed to thrive without compromising their mental and emotional health. This two-part workshop offers a deep dive into self-care techniques, effective boundary-setting, and resilience-building practices explicitly tailored for DEI professionals and advocates.

Part Two will be in person and will be an opportunity to interact with other participants, hear expert insights and peer sharing, learn how to navigate the emotional complexities of DEI work, manage stress, and foster a supportive network.

Both sessions were designed with practical strategies to help sustain your commitment to social justice and equity and lead with renewed energy and effectiveness. Join us to strengthen your resilience and continue your vital work with clarity and vigor.

FEATURING KRYSTAL COBRAN, MARION KELLY, KATE MORRIS



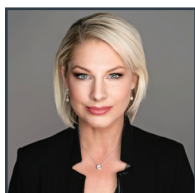
KRYSTAL COBRAN • FOUNDER & PRINCIPAL CONSULTANT • GOOD IMPACT

Krystle Cobran is a graduate of The George Washington University Law School, Krystle served as a judicial law clerk in the Superior Court for the District of Columbia, and a NAACP/Kellogg Law Fellow.



MARION KELLY • DIRECTOR • OFFICE FOR COMMUNITY BUSINESS RELATIONS • MAYO CLINIC, AZ

Marion Kelly is the Director of Community Relations within Communications at Mayo Clinic, where he leads initiatives to foster strong civic, corporate, and neighbor relations and oversees the external Diversity & Inclusion efforts for the Arizona campus. Marion co-founded the Coalition of Blacks Against Breast Cancer and Diversity Leadership Alliance.



KATE MORRIS • PRESIDENT & GENERAL MANAGER • KPNX PHOENIX • KNAZ • KMSB • KTTU

Kate Morris is the President and General Manager of KPNX / 12News, the NBC affiliate in Phoenix, and KMSB / KTTU, the Fox and CW affiliates in Tucson.



MODERATOR

ALLISON RODRIGUEZ
ANCHOR • TODAY IN ARIZONA, 12NEWS

BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

WORKING SESSION

FRIDAY, OCTOBER 4, 2024 11:00 AM - 12:30 PM

Equity Building Working Session Community Equity Building

- Question Prompts
- Guided Responses
- Report Out by Table

FEATURING



JUAN TAVERAS, FOUNDER & CEO, DEI PRO FINDER, PODCAST HOST

Juan Taveras is a people-oriented Human Resources and Diversity, Equity, and Inclusion (DEI) professional with 17+ years of experience designing, orchestrating, and championing inclusive workplace initiatives that foster psychological safety, strengthen organizational alignment, and increase engagement.

Juan is a highly engaged, intuitive, and collaborative leader who builds deep and caring relationships with his peers and clients. He has a talent for advising and coaching leaders, gaining trust, and convening stakeholders to co-create vision and strategy. Juan's unique blend of experiences and passion for the human resources profession make him an ideal partner for

any leader looking to bring out the best in their team members.

In addition to his professional experience, Juan is a husband, a father, and an entrepreneur. Juan lives in Phoenix, AZ with his wife and three daughters and is the co-founder and CEO of DEI Pro Finder, a public online directory for DEI consultants. In his spare time, Juan can be found doing homework and/or playing with his kids, working on house projects, cooking (while dancing salsa, merengue, and bachata), or watching romantic comedies with his wife.



Creating a stronger community, together.

Cox Communications celebrates our friends and neighbors who have created and cultivated a strong community.

We proudly support the Diversity Leadership Alliance.

Find out more at cox.com

COX



"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

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WHEN YOU WANT



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BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

2024 DLA CONFERENCE COMMITTEE

A special thank you to the 2023 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!



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CONFERENCE CO-CHAIR



G'KYSHIA HUGHES
CONFERENCE CO-CHAIR



ASHLEY TROYER
CONFERENCE CO-CHAIR



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MAYO CLINIC



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(RETIRED)



JACQUE STARKS
JACQUE OF ALL TRADEZ
CONSULTING



JEFF SHEWAN
USAA



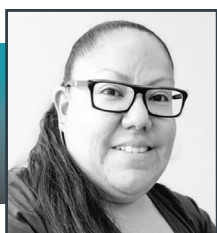
OLGA DIAZ
CITY OF PHOENIX



DR. BRENT SCHOLAR
ASU



NICOIYA MEDAWAR
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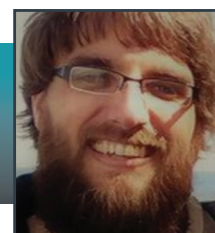
ANGELA SALAZAR
YWCA



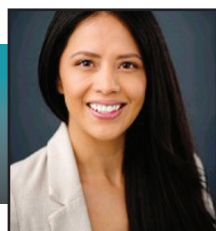
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RACHEL KUEHL



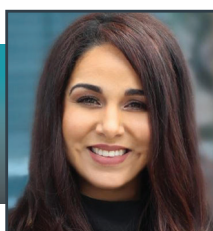
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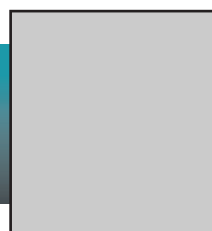
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VICTORIA STINSON



SARAY LOPEZ
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SPECIAL THANKS



Tikki Carmichael, Conference Co-Chair
G'Kyshia Hughes, Conference Co-Chair
Ashley Troyer, Conference Co-Chair
Kate Morris and the Team at Channel 12
ALA Carte, Marketing and PR Firm
Maria Radloff, Designer

DLA Conference Committee Members

Jeffrey Shewan, Conference Logistics and Registration
Tondra Richardson, Education Committee Chair
Mr. Marion Kelly, DLA Co-Founder
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EXCELLENCE IS DIVERSITY

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

Perkins Coie is please to sponsor the 23rd Annual Diversity Leadership Alliance Conference. We proudly support its goal of “Building Resilience and Renewed Hope for Equity and Inclusion”



BUILDING RESILIENCE AND RENEWED HOPE FOR EQUITY AND INCLUSION

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**UNPACK THE DREAM FRAMEWORK,
LEARN INCLUSIVE PRACTICES, AND
TRANSFORM YOUR ORGANIZATIONAL CULTURE**

ACCEPT THE CHALLENGE

OCTOBER 21-25, 2024 • 9:00 - 10:00 AM PT / 12:00 - 2:00 PM ET

WHAT IS A CHALLENGE?

A challenge is not your typical webinar, seminar, or summit.

It's **an immersive, hands-on experience** designed to **drive action and results**.

Unlike traditional learning formats, where you passively listen and take notes, a challenge **engages you actively**, pushing you to **apply what you learn** in real-time.

Each day of the challenge presents you with new **insights, tasks, and activities** that build on one another, guiding you step-by-step toward a clear and tangible outcome.

In this 5-Day DEI Challenge, you won't just be sitting through lectures—

you'll be rolling up your sleeves and diving into the work.

You'll have the opportunity to reflect, strategize, and implement changes immediately, making **real progress in advancing your DEI efforts**.

This isn't just about learning; it's about **transformation**.

Challenges are also community-driven.

You'll be joining a **cohort of like-minded HR and business leaders** who are equally committed to making a difference.

Together, you'll support, motivate, and inspire each other to achieve your DEI goals.

If you're ready to move beyond theory and **start making real changes**, this challenge is for you!





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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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