



2020-2021 WEBINAR DESCRIPTIONS

Date/Topic	Presenter	Description
10/7/2020 The chair must fit: The importance of diversifying workplace culture	Kiantha Duncan, Vice President of NAACP Spokane & Shari J. Clarke, Ph.D. / Vice President for Diversity and Chief Diversity Officer, EWU	This webinar will discuss the intentionality of diversifying workplace culture to support Diversity, Equity, and Inclusion (DEI) strategies within the workplace. In this presentation we will focus on the importance of diversifying workplace culture to address common workplace barriers for women and underrepresented populations when working in organizations committed to DEI work.
10/21/2020 Lessons on LGBTQ+ Workplace Inclusion	Robbi Anthony & Patrick McHugh, co-founders of Solace	Often LGBTQ+ inclusion in the workplace is spoken to as an arrangement of special or alternative accommodations. This webinar aims to inform the viewers of a different approach in which one looks at conformity as the high-water mark for inclusion and that becomes the key performance metric behind inclusion. This webinar is less about handwringing around inclusive policies or set circumstances, rather the attitudes and methods behind truly making all individuals in the workplace feel valued and equal.
11/4/2020 Diversity & Inclusion: A guide for hiring practices	Juanita Roesler, PHR, SHRM-CP HR, Business Partner Pitney Bowes, co-presenting with Rustin Tonn, PHR, PHRca, DDI, Senior Talent Manager Pitney Bowes	It's not good enough to say, "we value diversity." How do you <i>improve</i> your diversity? Join us on a journey where a hiring manager is faced with a decision to hire between a diverse and non-diverse candidate. Through the lens of each, learn key insights that will help one navigate the desire to hire talent from diverse pools. It's not about only hiring diversity; it's about reaching the right pools to attract the best fit for the role. Walk away with actions a hiring team can take to be inclusive, with confidence that it's not about simply checking the box towards a diversity goal.
11/25/2020 Leading as a Woman in Perilous Times	Erin Jones, Independent Educations & Systems Consultant & Public Speaker, co-presenting with Mikaela Kiner, Author of Female Firebrands	The pandemic, racial tensions and political divisions have created one of the most complicated circumstances for leaders. Join a conversation between two women leaders from Washington state. Learn about ways they are stepping in and stepping up to create necessary change.

<p>12/16/2020</p> <p>Expanding the Spectrum of Possibility: Neurodiversity in the Workplace</p>	<p>Rev. Molly Brewer, co-presenting with Rev. Catharine Clarenbach</p>	<p>With the rising number of adults identified as living with neurological differences such as ADHD, sensory processing disorders, and autism spectrum conditions, an applied understanding of neurodiversity is a necessity for employers. While there are many harmful stereotypes & misconceptions about neurodivergence that affect outcomes and quality of life for neurodivergent workers, the differences these employees bring to the table can be great assets. Informed by the lived experiences of neurodivergent people as managers, leaders, entrepreneurs, and employees, this webinar will myth-bust and interrogate barriers to neurodivergent contributions in workplaces, while lifting up the unique strengths and advantages a neurodiverse workforce can bring to your organization.</p>
<p>1/6/2021</p> <p>Diversity, Again? Dealing with Diversity Backlash</p>	<p>Breean Beggs, Spokane City Council President co-presenting with Lisa Gardner, Spokane City Council Director of Communications & Community Engagement</p>	<p>Spokane City Council President Breean Beggs and City Council Director of Communications Lisa Gardner provide stories of workplace and community resistance to the application and subject of Diversity. Through their anecdotal stories, Council President will elaborate on his experience as a director of both for profit and nonprofit businesses and an elected leader, while Ms. Gardner will share life experiences as a woman of color who has navigated through diversity backlash. "To some, diversity and race relations is a current "hot topic"; however, as a black woman living in Spokane it is an everyday occurrence." –Lisa Gardner.</p>
<p>1/20/2021</p> <p>Cultivating Allies: Listen. Learn. Lead Together.</p>	<p>Julie Kelsey, Gonzaga's Certificate in Women's Leadership Instructor, co-presenting with Mike Gribner, WSDOT Regional Administrator & Certificate in Women's Leadership Graduate</p>	<p>Truth be told, social conditioning and implicit bias are still embedded in our workplaces. Cultivating strong allyship between women and men is key to breaking through gender-based barriers and creating change. What does allyship look like from both sides of the equation? Join us for a robust discussion on the importance of listening deeply, learning from each other, and leading together.</p>

1/27/2021 A Re-Mixed Framework for Race in the Workplace	Dr. Nick Franco, Director of the Pride Center at EWU, co-presenting with Dr. Roxanne Kymaani, Kymaani Catalyst Consulting	From the “one drop” rule to the ever-changing demographic questions on the census, mixed race people must regularly navigate an “either/or” approach to racial inclusion and justice in the United States. Dr. Roxanne Kymaani and Dr. Nick Franco will engage in a candid and authentic conversation about how employers can be more inclusive of mixed-race employees and clients, covering topics like microaggressions, colorism, and inclusive workplace practices. Dr. Kymaani and Dr. Franco have lived experiences with this topic, and each conducted dissertation research on mixed-race populations at the University of San Diego.
2/10/2021 Making Ethnic and Cultural Differences Matter	Naghmana Sherazi, Office of Diversity & Inclusion Communications Coordinator, Gonzaga University, co-presenting with Liz Moore, Executive Director of PJALS	Join Naghmana Sherazi & Liz Moore as they discuss why difference in the workplace matters. Gain perspective, skills & practices for embracing difference in your workplace and encouraging others to do the same. Through the use of storytelling, Sherazi and Moore will use their real-life experiences to elaborate & give you tools for making difference matter a reality in your organization.
2/24/2021 Diversity, Equity & Inclusion in a Multigenerational Workforce	Kevin Parker, owner of Dutch Bros, co-presenter TBD	Join Kevin Parker, owner of Dutch Bros and (co-presenter TBD), as they discuss diversity, equity, and inclusion strategies when working in a multigenerational workforce. Gain perspectives of different generations from Baby Boomers to Gen Z through storytelling and tools for practical application. Kevin and his co-presenter will help you harness the power of a diverse, multigenerational workforce in your organization.
3/10/2021 White Allyship: The good, the bad, and the ugly	SR Gibson, Social Justice & Outreach Program Manager at Gonzaga University, co-presenting with Assistant Dean for Diversity, Inclusion, Community, & Equity at Gonzaga University, Joan Iva Fawcett	Join Assistant Dean for Diversity, Inclusion, Community, and Equity Joan Iva Fawcett and Program Manager SR Ross for a conversation about white allyship. Fawcett, a Filipina-American mother and writer from the west coast along with Ross, a white midwestern transplant, will share perspectives and experiences with white allyship true to the title - the "good" or best practices, "bad" or behaviors to stay away from, and even a bit of the "ugly" side of allyship.
3/24 TBD	TBD	TBD

<p>4/7/2021</p> <p>Microaggressions in the Workplace</p>	<p>Robin Kelley, co-presenter TBD</p>	<p>TBD</p>
<p>4/28/2021</p> <p>Leading organizations to an anti-racist culture</p>	<p>Tennille Jeffries Simmons, Assistant Superintendent of System & School Improvement, co-presenting with Jamila Thomas, Chief of Staff & Michaela Miller, Deputy Superintendent, Office of Superintendent of Public Instruction</p>	<p>Right now, organizations across the country are looking for ways to respond to the current political and social context. In this session, we'll explore what it means to be an agency/organization striving to be antiracist and why we must go beyond an equity statement and a blog post. Join us as we discuss navigating the path to this difficult, yet crucial work.</p>