



TORWARD ONE WISCONSIN CONFERENCE PROGRAM November 11-13, 2020



NOVEMBER 11

12:30 PM	4:30 PM	Racism is a Public Health Crisis	SPEAKERS: Paula Tran Inzeo; Sheri Johnson; Melody Bockenfeld; Natalie Bomstad; Wally Orzechowski; Corinda Rainey-Moore; Jeff Roman; Jessi Corcoran; Kristi Anderson; Selma Aly; Jonathan Heller
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This event is a part of the Healthiest State Initiative, facilitated by the UW-Madison Population Health Institute, Mobilizing Action Toward Community Health (MATCH) Group.

NOVEMBER 12

8:30 AM	8:35 AM	IT Updates	SPEAKER: Julie Bunczak, Conference Production Director
8:35 AM	8:40 AM	Welcome	SPEAKER: Barbara Lawton, former Lieutenant Governor of Wisconsin
8:40 AM	8:45 AM	Opening Prayer	SPEAKER: Tehassi Hill, Chairperson, Oneida Nation
8:45 AM	8:50 AM	Presentation of the Flags	SPEAKER: Oneida Color Guard
8:50 AM	8:55 AM	Readings	SPEAKER: Dasha Kelly Hamilton, Artist-in-Residence
9:00 AM	9:15 AM	Lean On Me Project	SPEAKER: Alex Zacarias

LEAN ON ME is a social justice arts initiative by Bay Area Cultural and Arts Alliance's (BACAA) United Arts sub-committee. The initiative encompasses the creation of a variety of visual and performing arts to raise critical consciousness on the Black Lives Matter movement, to promote social change and to build community in Green Bay, WI. The LEAN ON ME initiative was created to record history, generate awareness and be a catalyst to bringing together community members to take action around this social issue. As we currently face two deadly viruses, Covid-19 and racism, this initiative is also a call-to-action to vote in the upcoming 2020 Election.

9:15 AM	9:20 AM	Introduction of the Plenary Panel	SPEAKERS: Rich Poirier, President and CEO, Church Mutual Insurance Company, S.I.
9:20 AM	10:15 AM	The World on Fire: How 2020 Has Changed Wisconsin and the Nation Panel	SPEAKERS: Lowell Ricketts; Paula Tran Inzeo; Ruben Anthony; Jarrett Adams; Christine Munson

The goal of the plenary panel is to frame key issues and themes for the conference from the perspective of four experts based on their experiences and professional expertise. What is the state of our state in terms of Inclusion, Diversity, Equity, Access (IDEAS) issues? What are the key themes/issues in the IDEA space that we need to pay attention to at the conference? Broad observations on what is happening in Wisconsin and beyond related to IDEA topics, particularly in light of a global pandemic which is disproportionately affecting people of color and social protests around policing, use of force, and systemic racism. What is happening in our workforce, communities, education, and health spaces as expressed by existing data? And where are there gaps in our understanding and/or efforts to address inequity? What are some bold themes and opportunities that we need to consider or be listening for and how can we engage our state around these issues?

10:15 AM	10:30 AM	Break
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Be sure to use WHOVA to visit the exhibit area and meet up with your fellow conference attendees!



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NOVEMBER 12

10:30 AM 12:30 PM Track I Assessing Organizational Racism and Advocating for Anti-Racist Work Spaces -2 Hour Session **SPEAKER:** Deborah A Biddle

Creating and supporting teams with diverse skills, knowledge, and experiences is essential to developing vibrant workplaces where we value people and leverage their talents. Yet, workplaces persist where racism continues to disrupt employee engagement, belonging, collaboration, innovation and productivity. With time and intention, organizations, like individuals, can evolve to become anti-racist. In this session, we'll explore evaluative tools to determine how racism shows up in your organization. From decision-making and budgeting to accountability and power, you'll have a chance to think about your work environment and learn ways to advocate for the change necessary to transform individuals, teams, and organizations. Attendees will be able to identify areas for growth with their own organization and leave prepared to develop strategic plans to move from their current state to an anti-racist, inclusive organization.

10:30 AM 11:30 AM Track I Creating a Supportive and Inclusive Workplace with Mental Health Conditions during a Pandemic **SPEAKER:** Bret McKittrick

The lesser known labor problem facing many employers during this pandemic is the reality of “quit threat” – the possibility of employees resigning or not returning to work due to COVID-19-related concerns. Fear, anxiety and legitimate medical issues have everybody in a “wait and see” mode, even as organizations scramble to solidify staffing plans. At the heart of these concerns is engagement with employees, specifically in the area of wellness. And we're not talking about Fit Bits and walking programs – true wellness engagement in this pandemic age begins with recognizing the mental health toll and developing a plan of action to set employees' minds at ease. Please join us for a discussion on how to address your employees' mental health concerns while meeting the operational and staffing needs of the organization. Specifically, we'll discuss: accommodating employees with mental health conditions; addressing staff anxiety and fear; developing special pandemic-related wellness programming; and equipping managers to identify mental health concerns and support employees.

10:30 AM 11:30 AM Track I Overcoming Barriers for Employing Those with Disabilities **SPEAKER:** Mallory Cornelius

Mallory will share strategies to collaborate with the Division of Vocational Rehabilitation and area Employment Service Agencies such as VaryAbility to recruit and retain individuals with disabilities. These recruitment strategies include job customization, temporary work experiences, job shadowing, and building relationships with Employment Service Agencies. Whether you are a manager, HR representative, or coworker, you will learn strategies to support these employees by using accommodations, job aides, and collaborating with a job coach. Attendees will also have a better understanding of the role of an employment consultant and job coach.

10:30 AM 11:30 AM Track II How Faith Communities Help Us Heal from Acts of Hate, Discrimination, and Oppression **SPEAKERS:** Rev. Tory Topjian; Pardeep Kaleka; Rev. Bridget Daniels; Rev. Rachel Knoke

Individuals across Wisconsin are suffering daily from acts of discrimination, hate, and oppression--tragically, even violence. When families and individuals suffer, we are all losers and our communities suffer from marginalization, trivialization and normalization of such behavior and its consequences. It affects educational attainment, economic stability, mental wellness, and even community reputation. If there is anything we have learned in recent years, prayer alone in the face of tragedy is not sufficient to change bad behavior and policy. This session will address why people get used to suffering via systemic oppression and how to overcome habituation; how faith communities open us up or close us off to experiences and suffering of others and ourselves; and how faith communities help build stronger social fabric to prevent these things in the future. This session will also explore multiple ways that faith communities encourage healing and catalyze action on the front lines of hatred and discrimination.

10:30 AM 11:30 AM Track II Baraboo Gathers, Baraboo Talks, Baraboo Acts **SPEAKERS:** Alex Paulson; Marcy Huffaker; Dr. Lori Mueller; Alene Bolin; Mike Palm; Nanci Cafilisch; Susana Guerrero Martinez,

After a photo of Baraboo High School Senior boys appearing to give the Nazi salute went viral in the fall of 2018 community, civic, business and faith members of the community gathered to find ways to heal from this painful event. After an initial series of community discussions to process and heal, it became clear that many residents do not feel welcome and comfortable in Baraboo. Creating a welcoming community where all voices are heard is an ongoing process and Baraboo is just beginning to address these issues. The Baraboo Acts Coalition was formed to ensure that the Baraboo Community will continue to collaborate with current and new partners so that all voices are at the table to inform our next steps. All communities in Wisconsin are dealing with the same issues that have come to the forefront in Baraboo. Don't wait until something explosive happens in your community. This panel will share insights and actions you can bring to your own community.



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10:30 AM 11:30 AM Track II The Look **SPEAKERS:** Alex Zacarias; Gregory Frederic

Alex Zacarias, Teaching Artist and Emmy Award Filmmaker along with Gregory Frederic an award-winning Green Bay artist and owner of CrewlArt will each share their journey working with youth artists in creating a mural called "The Look". In a time of the covid-19 pandemic and the racism pandemic youth artist used the making of this mural as a way of addressing diversity and cultural issues. The making of the mural was a physical, mental, and emotional challenge from concept, to learning the skills of painting led by Artist Gregory Frederic and culminating with a short documentary by filmmaker Alex Zacarias. It's a story about collaboration, community support and also the negative backlash from in the community but ultimately, it's about Youth Voice taking the lead into an unknown future

10:30 AM 11:30 AM Track III Equity in the Classroom: A Collaboration Between the WTCS, UW System, and WAICU **SPEAKERS:** Kristen Long; Chrystal Seeley-Schreck; Fay Yokomizo Akindes; Cassandra Krause

It is powerful to have all three higher educational systems working together, especially when the challenge at hand regards equity. Increased collaboration between these systems, state agencies, and organizations in general is something to consistently encourage. Each of the post-secondary systems in the state has identified the need to address inequity in higher education. One of the most important components of system-wide equity efforts is discussing how faculty understands and embrace equity and inclusion in the classroom. Listen to representatives from each system discuss how they came together to collaborate on an event for faculty and a goal to increase equity in credential attainment in our state. Attendees will take away examples of how to start and maintain successful collaborations.

10:30 AM 11:30 AM Track III Early Experiences Elevate Everything: Early Brain and Child Development and Wisconsin's Future **SPEAKERS:** Corina Norrbom; Rob Grunewald; John Feemster

The research is clear. Investing in families with young children and allocating resources to programs that focus on the early years of life, especially when reaching children from under-resourced communities, is the smartest investment that society can make. A child's early language environment is a valuable front-end investment. The amount of interactive talk that young children experience between the ages of 0-36 months shapes their futures - vocabulary acquisition, kindergarten readiness, third grade literacy, and high school graduation rates. Not only is ensuring that all young children experience language-rich environments at home and in childcare paramount to achieving equity in education, the investments yield a high public return, with positive impacts on parental labor force participation, household financial stability, business costs, and taxpayer revenue. Participants will: (1) understand why investing in the early years offers the greatest returns for society; (2) learn about interactive talk and its ripple effects on brain development and school success; (3) learn how strength-based coaching and actionable data are used with teachers, parents and caregivers to achieve more high-quality engagement with young children and promote equity and inclusivity; and (4) learn about the experiences of a collaborative effort in Marathon County implementing LENA Start to build equity and inclusion in the community.

10:30 AM 11:30 AM Track III Learn how to Increase Equity, Promote Inclusion, and Foster Safety **SPEAKER:** Lisa A Koenecke

Learn from an Inclusivity Specialist how to increase equity, promote inclusion, and foster safety in this lively session. Maslow before Bloom indeed! If students/staff don't feel safe they won't succeed, walk away with some tools to help them thrive! Lisa is a former school counselor, state and national leader, and is currently writing a book on LGBTQ+ resources. She has received her Diversity & Inclusion Certification from Cornell University. Attendees will walk away with knowing how to SHOW inclusivity, how to SHARE their stories and experiences in order to SHAPE policies in their schools as well as in their communities. Lisa is on a quest to help Toward One Wisconsin build communities of Equity AND Opportunity! Oh, and we'll have FUN!

10:30 AM 11:30 AM Track IV Education and Health Equity: How Systems Can Work Together to Ensure Success of Native American Students from K12 and Beyond **SPEAKERS:** Lakita Maulson; Chris Munson; Lori Mueller

Join us for a panel discussion on best practices to support our Native American students through the education pathway. Learn the importance of engaging with Native American students early in their education career, building partnerships and ensuring students have the proper support to succeed in college. Listen to the story of a local Native American medical student who went through her education pathway with hard work and support, and participated in the many successful programs available for Native students. Panelists include Lori Mueller who works as a third grade teacher within the Bowler School District and was the 2019 Wisconsin Indian Education Assoc. (WIEA) Friend of Indian Education recipient, Chris Munson (Oneida Nation of Wisconsin) who works as the Director of Advising and Student Success at Northcentral Technical College, and Lakita Maulson (Lac du Flambeau Ojibwe) who is a 4th year medical student at the University of Wisconsin School of Medicine and Public Health.



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10:30 AM 11:30 AM Track IV Being Intentional about Equity in Practice: Saving you and your Organization/Group from Headache and Heartache **SPEAKERS:** Susan Garcia Franz; Heidi Keating

Taking the time to develop process and the formulation of processes can be the step in an organization/group working on equity that is daunting. This presentation aims to break down, from another organization's perspective, how that process can look when members are heard and there is intention to the agreements that are put in place. This presentation will also address the difficulties that have arisen while working on this process and what the impact of working through the tensions and conflicts can lead to in the future. This presentation will demonstrate why a process was intentional and what that means when working on equity. Participants will be able to see where they are in the process of working on equity. Decision-making tools and insights on consensus as a process will be shared.

10:30 AM 11:30 AM Track IV Health Promotion Activities for Latino Youth in a Faith-Based Community **SPEAKERS:** Martin Mikell; Mary Bullis; Pam Treisman; Cynthia Gonzalez

Perceptions of family health and well-being, available resources, and decision-making impact health promoting behaviors. Faith-based organizations can effectively support health promotion programs in at risk communities. This session has two purposes: to present a childhood obesity intervention in a faith setting for Latino families; and to report well-being and patterns of decision-making within the family unit related to dietary intake, physical activity, and environmental resources. Discussion of barriers and future opportunities in faith-based community health work will be shared among participants in a way which fosters inclusivity and mutual learning. This presentation is an opportunity to start the conversation and synthesize the collective knowledge and experience among the attendees. The aim of this workshop is not to bring about end goals, but to help refine the community based participatory research process in faith-based settings.

10:15 AM 12:30 AM Break

11:45 AM 12:15 PM Poster Display Presentations

Five amazing poster display presentations are available

11:45 AM 12:15 PM Reading **SPEAKER:** Dasha Hamilton Kelly

Join Dasha Kelly Hamilton for an inspiration reading.

12:30 PM 12:35 PM Welcome Back **SPEAKER:** Barbara Lawton

12:35 PM 12:40 PM Introduction of Governor Evers **SPEAKER:** May yer Thao, Assistant Deputy Director Wisconsin Housing and Economic Development Authority

12:40 PM 12:50 PM Comments from the Governor **SPEAKER:** Tony Evers, Governor of Wisconsin

12:50 PM 12:55 PM Introduction of Plenary Speaker **SPEAKER:** Angie DeWitt, Chief of Human Resource officer, Associated Bank

12:55 PM 1:25 PM Creating Equality and Opportunity in the Workplace **SPEAKER:** Hilary Ware, Netflix

Hilary Ware, Vice President & Associate General Counsel, Netflix. Ms. Ware will focus on concrete actions the business community needs to take to create real change toward equality and opportunity in the workplace.

1:25 PM 1:30 PM Attendee Assignments **SPEAKER:** Dasha Kelly Hamilton

Dasha Kelly Hamilton will have thoughtful message to encourage attendees to listen, learn, share, and reflect on what we have learned and to think about we have yet to experience!



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1:45 PM 2:45 PM Track I Got Equity? **SPEAKERS:** Mohammed I.T. Bey; Vickie Lock

Equal opportunity and inclusive practices are common components of strategic plans. What is often lacking is a focus on equity. The difference is based on the premise of equity vs. equality. Equal opportunity and inclusion statements focus on enhancing equality of opportunity, recruiting minorities and engaging in other non-discriminatory practices. Adopting an equity approach means organizations are working to value the worth of their workforce and customer base. Thus, removing barriers to success and impacting the overall welfare of everyone involved. Diversity and equity efforts are important because they are fundamental to driving quality and excellence on campus. Employees at Northeast Wisconsin Technical College and/or facilitated holistic equity approaches that could be adopted by other organizations.

1:45 PM 2:45 PM Track I Region of Choice: Metro Milwaukee Corporations Pledge Diversity Goals for Hiring and Advancement **SPEAKERS:** Julie Granger; Theresa Jones; Scott Cross; Alvin Hill

In this session, you'll learn about the research behind the Metropolitan Milwaukee Association of Commerce's Region of Choice pledge. More than 100 area corporations and organizations have committed to a collective goal of increasing employment of Black and Hispanic employees by 15% and management employees by 25% (over current levels) by 2025. Setting a benchmark is important, but it will only be achieved with strategic actions across the collective of companies involved. Hear from two companies that are working to change culture and establish processes to make this goal a reality.

1:45 PM 2:45 PM Track II Waking Up White Regional Community Learning Collaborative **SPEAKERS:** Patrick Lunney; Thomas Harris; Diana Diaz Grandos

This Collaborative, which involves hundreds of people, is a multi-year effort to engage the La Crosse region in courageous conversations about race. There are three main components of the Collaborative: the Creating a Healthier Multicultural Community Project, the Regional Read of Debby Irving's book, "Waking Up White" and holding the White Privilege Symposium that will be coming to La Crosse on December 3-4, 2021.

1:45 PM 2:45 PM Track II The Voices of ALICE (Asset Limited, Income Constrained, Employed) Individuals in Brown County **SPEAKERS:** Robyn Davis; Said Hassan; Jill Sobieck

A flourishing community starts with healthy, secure individuals and families. How different would Wisconsin be if every household earned enough to not just survive, but thrive? What if individuals and families could not only meet their basic needs, but also save for emergencies and their future? For decades, our understanding of what it means to struggle in our communities, both in Wisconsin and throughout the nation, has been limited due to the lack of high-quality research-based information that goes beyond traditional measures like Federal Poverty Level data. The 2016, 2018, and 2020 Wisconsin ALICE Reports shed much needed light on the challenges of working individuals and families. In 2018, Brown County United Way set a community goal: 10,000 individuals on the path to stability in 10 years. This goal is based upon the 2018 ALICE Report for Wisconsin which found that an estimated 1 in 3 households in Brown County live below a basic cost of living. The results of our first Voices of ALICE focus group will be shared.

1:45 PM 2:45 PM Track II The Racial Wealth Gap: Historical Roots and Systemic Barriers **SPEAKER:** Lowell Ricketts

Wealth is a source of household financial stability that buffers against short-term financial shocks; supports long-term financial security; and provides a foundation for intergenerational social mobility. All families desire and deserve the benefits wealth can provide, but a family's demographic characteristics are strong predictors of its income and wealth. The Federal Reserve's Survey of Consumer Finances quantifies wealth disparities and trends along demographic dimensions. It shows that a sizable and persistent wealth gap exists between white families and their Black or Hispanic peers. These gaps are the result of intentional policies of asset exclusion in the past coupled with systemic reinforcement of inequities in the present. Until racial equity in financial outcomes can be achieved, household financial stability is not equally attainable by all families. Attendees will gain a clear understanding of the racial and ethnic disparities in wealth accumulation which highlights populations in need of financial intervention and support. Attendees will also come away from the session with the ability to articulate basic facts and clear arguments about why issues of diversity and inclusion matter for our communities and that support informed policy discussions.



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1:45 PM 2:45 PM Track III Building Equity in High School Graduation Rates

SPEAKERS: Vicki Bayer; Johanna Wicklund; Ann McCotter

Wisconsin has the largest equity gap in the U.S. between graduation rates for black and white students. Closing this gap and improving overall graduation rates requires a systems approach and collaboration from multiple stakeholders. Achieve Brown County facilitates an action team of area school districts and local mentoring organizations, which has produced and implemented a systems approach to raising graduation rates and boosting equity in Brown County. In this session, attendees will learn our process to identify students at risk of not graduating, determine why the student is at risk, and deliver the appropriate support for the student.

1:45 PM 2:45 PM Track III Rigor, Relevance, & Representation -The 3Rs Needed to Create Equity in Education

SPEAKERS: Rayon Brown; Mayra Pasayes

The session is designed to advance the process of learning that leads to an enhanced ability to effectively respond to the challenges and opportunities posed by the presence of cultural diversity in a defined social system. In this highly interactive activity-based workshop, participants will learn strategies to help: 1. Learn about the benefits of demonstrating culturally competent attitudes and behaviors in an educational setting to promote equity. 2. Understand how one's views, biases, statements, and assumptions impact relationships with others, including co-workers, students, and community stakeholders. 3. Discuss practical methods to work effectively with diverse audiences.

1:45 PM 2:45 PM Track IV Nicotine Addiction and the Teen Brain: The Perfect Storm for a Public Health Disaster

SPEAKER: James A Meyer

The vaping epidemic is here and posing a challenge to providers, schools, parents, and public health. Teens are especially vulnerable to the on-line availability, unlicensed sales, glitzy marketing, and colorful and concealable nicotine delivery devices. Brain maturation and development is not complete so teens are more likely to seek exhilaration, novelty without having the prefrontal brain development that acts as a brake on risky behavior. Teens want to fit in and be accepted so they may give in to peer pressure and try vaping. Currently providers are seeing more nicotine product use and signs of nicotine addiction by teens (athletes, high GPA, college bound or at college, etc.) who would not previously have thought about smoking a cigarette. They do not believe they will get addicted or that it is dangerous. Nicotine is addicting another generation. Through shared knowledge and working together with providers, schools, families, public health and our lawmakers we can turn around this concerning trend. We can help them!

12:45 PM 1:45 PM Track IV International Medical Graduates: Contributions, Challenges, Supportive Strategies

SPEAKER: Sonal Chandratre, MD

As we work on finding solutions for building health equity in Wisconsin, it is quintessential to recognize the contributions of International Medical Graduates (IMGs) in underserved rural areas of Wisconsin and in other parts of Midwest and the United States. This session will describe how IMGs are positively contributing to resolving health inequities by currently filling up the need in delivering basic preventive care in areas of need. Presenter will also focus on how current immigration laws are restricting IMGs in serving the underserved. Coronavirus disease-2019 (COVID-19) has posed several challenges for the population including IMGs. This session will discuss the challenges faced by IMGs, professionally and personally, due to COVID-19 and provide strategies to support their continued participation in rural health care.

1:45 PM 2:45 PM Track IV Black Communication: Supporting Healthy Black Families

SPEAKERS: Jalateefa Joe-Meyers; Jocelyn Joe; Isaiha Meyers

Interpersonal communication between patients and service providers is of key importance to the delivery of equitable, high quality care. Service providers have to utilize multi-cultural dialects, behaviors and strategies to build trust and rapport with clients and research links this is to higher client satisfaction and increased access to quality care. This session will discuss black communications: verbal and non-verbal and cultural influences that impact care.

1:45 PM 2:45 PM Track IV Road to Livelihood: Supporting Refugee Culture and the Transition to Living in the US

SPEAKERS: Emily Askri; Robyn Hallet; Tami McLaughlin; Kevin Warych

How might Green Bay create a welcoming environment for refugees and immigrant families in the community? It takes a village to support refugees in language and literacy, education, employment, and other challenges that arise in their transition to life in Green Bay, WI, USA, while at the same time promoting cultural safety. This session will feature a variety of perspectives through a moderated discussion format.



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2:45 PM 3:00 PM Break and Music

Music by Carlos Adames Latin jazz group that has played jazz fests in NYC and Chicago

3:00 PM 3:05 PM Introduction of CEO Action for Diversity and Inclusion Panel **SPEAKER:** Robyn Davis

3:05 PM 4:00 PM CEO Action for Diversity and Inclusion Panel **SPEAKERS:** Wilson Jones; Lori Malcom; Chris Woleske, Walter Woods, Idalia Hill

This panel discussion will highlight the work being done by signatories of the CEO Action for Diversity and Inclusion in Northeast Wisconsin and beyond. With over 1,200 signatories, this coalition pledges to uphold four pillars: 1) We will continue to make our workplaces trusting places to have complex and sometimes difficult conversations about diversity and inclusion 2) We will implement and expand unconscious bias education 3) We will share best and unsuccessful practices and 4) We will create and share strategic inclusion and diversity plans with our board of directors. Attendees will walk away with a better understanding of why support from the top of an organization is critical, what signatories have done to live out the CEO pledge commitments, and how CEO's are holding their leadership teams accountable for results.

4:00 PM 4:15 PM Break

4:15 PM 5:15 PM Virtual Reception

Join us for a short reception! Bring your refreshments and snacks! It is time to meet your fellow conference attendees and hear about how the Packers are addressing diversity and inclusion!

4:00 PM 4:20 PM Welcome **SPEAKER:** Dr. George E. Koonce, Jr.

George Koonce, Senior VP, Marian University and Member Board of Directors, Green Bay Packers will introduce our next speaker

4:20 PM 4:30 PM Packer Remarks **SPEAKER:** Aaron Popkey

Aaron Popkey, Director of Public Affairs, Green Bay Packers

4:30 PM 5:15 PM Networking Opportunity **FACILITATOR:** Dasha Kelly Hamilton

Get to know conference other conference attendees by participating in small interactive breakout rooms to discuss the highlights of the day.

NOVEMBER 13

8:45 AM 8:50 AM IT Updates **SPEAKER:** Julie Bunczak

8:50 AM 8:55 AM Welcome **SPEAKER:** Barbara Lawton

8:55 AM 9:00 AM Reflections **SPEAKER:** Dasha Kelly Hamilton

9:00 AM 9:05 AM Introduction of the United ReSisters **SPEAKER:** Jessica Cavazos

Jessica Cavazos, President and CEO, Latina Chamber of Commerce will introduce the United ReSisters

9:05 AM 9:25 AM The First Winter

The United ReSisters will share excerpts from their book "The First Winter" which is a collection of trailblazing stories, reflections, conversations, letters, and poems about 12 young women's experience as refugees and their join to the United States.



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9:25 AM 9:30 AM Introduction of the Plenary Speaker **SPEAKERS:** Kealey Bultena; Jessica Carvazos

Ms. Carvazos will introduce Nikole Hannah-Jones and Kealey Bultrena-moderator for the session

9:30 AM 10:30 AM 1619 and the Legacy that Built a Nation **SPEAKER:** Nikole Hannah-Jones

“The 1619 Project” was named for the year the first enslaved Africans arrived in America, the project features an ongoing series of essays and art on the relationship between slavery and everything from social infrastructure and segregation, to music and sugar—all by Black American authors, activists, journalists and more.

10:30 AM 10:45 AM **Break**

10:45 AM 11:45 AM Track I Using Apprenticeship Programs to Train Inmates **SPEAKERS:** Joshua Johnson; Liz Pusch; Becky Kikkert

Wisconsin’s Apprenticeship programming is a staple training method in many industries. Innovative thinking and meeting employer demands is essential to create the workforce needed. Department of Workforce Development and Department of Corrections are partnering to provide training in essential occupational and pre-apprenticeship skills for the state’s inmate population. The session will spotlight innovative efforts and success stories in preparing the incarcerated for entry into the workforce.

10:45 AM 11:45 AM Track I Allyship in the Workplace **SPEAKERS:** Kate Wesolowski; Callie Davis

The focus of this session is to learn about allyship and how we all can grow as allies by educating on how we can best use our voices and influence for marginalized groups. We will explore how allyship shows up in the workplace and how you can take steps to become an ally or improve your allyship to create real change in your organization.

10:45 AM 11:45 AM Track I American Indian Vocational Rehabilitation Services (AIVRS) and State Vocational Rehabilitation (VR) Collaborative Partnerships. **SPEAKERS:** Thomas Draghi; McKenzie Anderson; Maria Nevala

The Panel will discuss their current role in State VR, their relationship with American Indian Vocational Rehabilitation programs in Wisconsin, and some key aspects of developing and nurturing the state/AIVRS relationship and reciprocity.

1:45 PM 2:45 PM Track I COVERING **SPEAKER:** Suri Surinder

It has now been many years since the diversity and inclusion revolution swept the corporate world. Today, many Fortune 500 companies have an impressive array of programs focused on the needs of a diverse workforce. Yet reports suggest that full inclusion remains elusive. Why? One potential answer is that these initiatives may not have lived up to the core ideal of inclusion, which is to allow individuals to bring their authentic selves to work. Most inclusion efforts have not explicitly and rigorously addressed the pressure to conform that prevents individuals from realizing that ideal, and the resultant tendency to cover. Learn a behavioral model that leaders can use to mitigate the occurrence and impact of covering – reflect, diagnose, analyze, initiate. Apply these mitigation tactics and strategies to increase cultural dexterity across global, generational and gender-based differences.

10:45 AM 11:45 AM Track II A Plan for Reducing Mass Incarceration in Wisconsin **SPEAKERS:** John A. Birdsall; Keith Findley; Jarrett Adams; Michael O’Hear; Joel Brennan

Despite long competing economic structures and political forces that have encouraged mass incarceration, a prison abolition movement is gaining traction in Wisconsin. This presentation sets a baseline for understanding causes of today’s prison epidemic (incarceration as punishment; discrimination in arrests, convictions and sentencing; dysfunctional probation system; etc.) towards an actionable plan to significantly reduce the prison population. Alternative courts; sentence guideline reforms; work release programs; probation reform; new approaches to policing; and the closing of some existing prisons are part of the solution. A panel of criminal justice professionals and prison exonerees share perspectives and recommendations based on lived experience. Attendees will come away from the presentation with a deeper understanding of the causes and consequences of Wisconsin’s incarceration epidemic. They will also learn basic facts about our criminal justice system and how it prejudices arrests, convictions and incarceration of black men (among others). Attendees will also gain information about the prison abolition movement—its origins, its effects, and how to engage with the movement to effect change.



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10:45 AM 11:45 AM Track II Participatory Philanthropy: Case Study and Model for Inclusive Community Building **SPEAKER:** Kelvin Alfaro

In this workshop, the NextGen Participatory Philanthropy Model that brings together people of different economic means who often don't see themselves as change agents or philanthropists can be empowered as positive influencers in their communities. The NextGen Participatory Philanthropy Model embodies and furthers IDEA by helping members be aware of their community's issues, offers a method for acting on those issues, and by advancing the conversation between groups that do not often converse with each other. The Giving Circle model offers a first-hand experience of transforming a group's talent, time, and treasure into real change. Attendees will leave this session with a roadmap for how they can replicate this approach in their communities. The model supports diversity, equity, and inclusion practices in the recruitment, selection of participants, and in the philanthropic process itself.

10:45 AM 11:45 AM Track II The N!gga(er) Word: Is There a Method in Our Madness? **SPEAKERS:** Eddie Moore; Marguerite W. Penick-Parks

Who is allowed to say the N!gga(er) word? What do we do/say when N!gga(er) is said in our classrooms, playgrounds, practice fields, community centers and resident halls? Ignoring the N!gga(er) word is not an option anymore – You can hear N!gga(er) anywhere at anytime in the 21st century. This workshop looks at the history/impact of the N!gga(er). Participants are challenged to examine their personal and professional histories with N!gga(er), examine when and/or how they first heard N!gga(er) and most importantly, to explore what to do when encountered.

10:45 AM 11:45 AM Track III New Voices in Oshkosh **SPEAKERS:** Don Hone; Toni Hameister; Sabrina Samo; Hahn Lee

The right to speak and to be heard is fundamental to the advancement of the cause of social justice. Are we ready to listen to the voices of refugee and immigrant youth? Large numbers of immigrant and refugee youth are present in public schools in the United States, yet services to meet their needs are often lacking. There are few opportunities for bilingual education or support in secondary school settings. Coupled with heavy academic requirements and difficulty of fitting in common to adolescence, refugee and immigrant youth often find themselves silenced, isolated from the school and larger community (Berry, Phinney, Sam & Vedder, 2006). Schools often do not have the resources to support programs for students during the summer, a key time to continue social and academic language progress. Participants will be introduced to individuals who have navigated the challenges facing immigrants and refugees as they pursued their educational journeys.

10:45 AM 11:45 AM Track III You, You got What I Need - Now let's get Together: What Biz Markie and Al Green Know About Equity in Education Innovation **SPEAKERS:** Aaron Seligman; Sean Anderson

One of the biggest challenges in education innovation is connecting the meaningful input, ideas, and needs of those most impacted by inequity with those who may have the technical knowledge or power to help bring about actual change. Learn and practice models from participatory school design, community organizing, and charter school development to learn ways to leverage the expertise of everyone in your community to make change or implement a new idea. Attendees will take away tangible models and frameworks to apply in their own communities and contexts to move from big problems and needs to specific issues, policies, programs, and solutions. Given the interactive nature of the session we also expect new connections within the session, shared examples, and applications in other contexts.

10:45 AM 11:45 AM Track III Increasing Equity in Dual Enrollment **SPEAKERS:** Karin Smith; Barbara Bales; Ann Westrichs; Rebecca Larsen

According to the "Unlocking Potential" report published by the College in High School Alliance, white high school students in the US are twice as likely to earn college credit by enrolling in dual enrollment classes as their African American or Latino peers. Learn how Wisconsin school districts are working together with colleges and universities to increase equity in dual enrollment, including special education students. Walk away with ideas and best practices you can apply!

10:45 AM 11:45 AM Track IV From Roots to Results: A Qualitative Case Study of the Evolution of a Public Health Leadership Institute Building Capacity in Collaborating for Equity and Justice **SPEAKERS:** Lesley Wolf; Raymond Neal; Alan Talaga

Focusing on power as a root cause of health and health equity requires changes in contemporary public health practice. The Healthy Wisconsin Leadership Institute (HWLI) was created to support coalitions to utilize community-driven approaches to improve health. Over the past 12 years, HWLI has shifted from using a more traditional public health core competency-based curriculum to one that supports participants in power-building partnerships with those most impacted by inequities to influence decision-making structures. Presenters will provide both theory and concrete examples



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of how their work has contributed to building health equity in Wisconsin since 2006. This session intends to elicit discussion of how other communities may begin to implement strategies that are shared to build and advance health equity.

10:45 AM 11:45 AM Track IV Open Dialogue of the 1619 Project **SPEAKER:** Brett Barker

Join us for an attendee-driven discussion about The 1619 Project featuring historian Brett Barker, Ph.d., Associate Professor of American History at UW-Stevens Point. Professor Barker will lead an audience-centered discussion about The 1619 project. What are some of the key takeaways of The 1619 Project? What is its place in the American historical record? Why is there so much debate over the history of enslaved peoples and why does it matter? Bring your questions, ideas, and opinions.

10:45 AM 11:45 AM Track IV Trauma Informed Court Room Practices: Dismantling the Child Welfare to Juvenile Delinquency to Adult Prison Pipeline **SPEAKER:** Everett Mitchell, M.Div., Th.M., J.D

This session is designed to describe the child welfare to juvenile delinquency to adult prison pipeline in juvenile justice within Wisconsin. The pipeline passes traumatized children from one system to the next without addressing the deeply held trauma and mental health needs of young people and their families, thereby ultimately leaving them without the emotional and intellectual skills necessary to live a happy and productive adult life. Disparities are greatly manifested within these systems. Attendees will gain insight into the health needs of children within the juvenile justice system explained by a judge who has the primary responsibility of ensuring overall well being of the children. Attendees will also learn and see how untreated trauma and mental health creates a crisis in the lives of families.

11:45 AM 12:45 PM Break

12:00 PM 12:30 PM Poster Display Presentations

Five amazing poster display presentations are available

12:00 PM 12:30 PM Reading **SPEAKER:** Dasha Hamilton Kelly

Join Dasha Kelly Hamilton for an inspiration reading.

12:45 PM 1:45 PM Track I Innovative Services Offered by DWD Division of Employment and Training Office of Veteran Services **SPEAKERS:** Gary M. Meyer; Al Garcia

The Office of Veterans Services provides services design to guide veterans with barriers to employment into civilian employment with an income that provides a family sustainable wage.

12:45 PM 1:45 PM Track I Beyond Good Intentions: Realistic Action for Organizational Change **SPEAKER:** Renita Robinson

Demographic change, a shifting political landscape, and an intensifying demand for diversity and inclusion in the workplace require organizations to move beyond “good intentions” and general value statements. Organizations that fail to address diversity and inclusion effectively will not be able to leverage the skill set and expertise of an increasingly diverse population and will struggle to grow as well as adapt to both complex and competitive working conditions. Participants will be exposed to simple tools and strategies for gaining traction in creating diverse and inclusive work environments that may increase the ability to attract and retain employees of color and increase employee satisfaction, creativity, problem-solving, and innovation. Learn about how to identify opportunities and realistic strategies to engage your organization in honest and critical conversation; practice introspection; assist in information gathering and research; and go beyond “good intentions.”

12:45 PM 1:45 PM Track I Diversity & Inclusion: How to achieve both in your workforce **SPEAKERS:** Redebra Peters; Jon Ledvina

Not sure where to start with diversifying your workforce? Got the diversity part down, but struggling to create inclusion within the diverse workforce? Then this session is for you! Practical tips, strategies, and real life examples will be given from the perspective of an employment specialist and a company that exemplifies true inclusion in the workforce.



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12:45 PM 1:45 PM Track II The Business Case for Welcoming Communities: More than just the bottom line

SPEAKERS: Molly Hilligoss; LaDonna Reed; Scott Steel; Rachel James; Scott Steele; Bruce Carter

The panel will address the value of nontraditional partnerships among business, government and nonprofit organizations and how, working together, they can help Wisconsin communities become more welcoming and inclusive. We make the case for businesses to be at the community table—and they have every reason to do so. When done thoughtfully, creatively, and in partnership with communities, investment in welcoming communities can improve the triple bottom line.

12:45 PM 1:45 PM Track II Breaking Down Barriers Through Storytelling

SPEAKERS: Corina Norrbom; Gwen Taylor; Kayley McColley

When a tragic incident of teen violence occurred in Wausau, it triggered a series of events that uncovered serious tensions in the community. The Wausau area has become more diverse, but real cultural and ethnic divisions exist, with deep roots that rarely were acknowledged, much less understood. The Toward One Wausau project was started by people who felt the community could do a better job helping all feel welcome and safe. Telling one's own story and listening to the stories of others has proved to be a powerful way to begin difficult community conversations and pave the way for action. The mission of the Toward One Wausau project is to bring together community members from all walks of life to talk openly, listen earnestly, and act in unity in order to help make Wausau a safe, welcoming and attractive place for everyone.

12:45 PM 1:45 PM Track II The Future of Policing in Wisconsin

SPEAKERS: Calvin Barrett; Jim Palmer; Art Howell; Ben Bliven; Moderator: Raschad Cobb

The recent killings of George Floyd, Breonna Taylor, and other Black Americans have generated national protests focusing on the expansive authority and enforcement tactics given to police in the United States. Meanwhile, the job of policing is more complicated than ever. Police today are not only law enforcers but also default responders to homelessness, mental and physical health distress, substance misuse, and school discipline issues. Recent events have led to a national conversation about the use of force, oversight, transparency and accountability. While a majority of Americans now believe reform is needed, most do not want to defund the police and continue to believe that law enforcement plays a critical role in society. This panel of current and former police officials will focus on the question of what policing should look like in Wisconsin and across the nation, with an emphasis on efforts to bring about meaningful change.

12:45 PM 1:45 PM Track III Exploring Native Higher Education Pathways and the American Indian Boarding School Experience

SPEAKER: Jolene Bowman

This workshop will explore the differences and provide a cultural response for student success. With the use of a constructive pedagogy we will promote discipline thought and simplify understanding for a better understanding of Native persistence within academia to degree attainment. In addition, attendees will gain a better understanding of the historical trauma experienced as a result of attending a boarding school. Attendees will gain a deeper understanding of how this trauma is inter-generational. This journey includes a historical review of the Boarding School Era with details of student experiences while attending the Lutheran Indian Mission School located in Red Springs, Wisconsin. The session will emphasize the importance of building relationships and trust while simultaneously acknowledging that there is no such thing as a bad child; only a bad memory.

12:45 PM 1:45 PM Track III Equity-Minded High-Impact Practices: Pedagogy and Program Development

SPEAKERS: Alison Staudinger; Caroline Boswell

We will share the development of a project to make “high-impact practices” (HIP) at the University of Wisconsin-Green Bay more inclusive and explore the qualities that research shows make high-impact practices distinctive and particularly beneficial for historically marginalized students. We'll help attendees reflect on how pedagogy and curriculum might change if these students are centered. Our session is useful for anyone interested in engaged learning, increasing equity along multiple axes, and beginning the slow work of institutional culture-change. Participants will have the opportunity to consider how their organization, classroom, or work relates to making equity-minded HIPs a priority.



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12:45 PM 1:45 PM Track III The Guide for White Women who Teach Black Boys **SPEAKERS:** Eddie Moore Jr.; Marguerite W. Penick-Parks

This workshop will introduce "The Guide for White Women Teaching Black Boys." The guide was created to support White women to engage in concentrated, focused inquiry around their relationships with Black male students, and the impact on those relationships of race and racism. To effectively support students to move through the gates (which are what great teachers do) rather than closing off student access, teachers need to be able to see students clearly, to connect with them authentically, and to understand the way the gates are already rigged to make it harder for Black students to move through them. For White teachers to be allies to their Black male students, they have to understand not only their students, but the struggles their students incur simply by being Black and male in the US. Participants will work through activities that may challenge them, require honest reflection on their whiteness, and will reflect on their role in possibly perpetuating an inherently white and privileged society. The sessions will support White teachers in their search for personal growth as educators and the academic achievement of their Black male students.

12:45 PM 1:45 PM Track IV A Plan for Reducing Mass Incarceration in Wisconsin **SPEAKERS:** John A. Birdsall; Keith Findley; Jarrett Adams; Michael O'Hear; Joel Brennan

Despite long competing economic structures and political forces that have encouraged mass incarceration, a prison abolition movement is gaining traction in Wisconsin. This presentation sets a baseline for understanding causes of today's prison epidemic (incarceration as punishment; discrimination in arrests, convictions and sentencing; dysfunctional probation system; etc.) towards an actionable plan to significantly reduce the prison population. Alternative courts; sentence guideline reforms; work release programs; probation reform; new approaches to policing; and the closing of some existing prisons are part of the solution. A panel of criminal justice professionals and prison exonerees share perspectives and recommendations based on lived experience. Attendees will come away from the presentation with a deeper understanding of the causes and consequences of Wisconsin's incarceration epidemic. They will also learn basic facts about our criminal justice system and how it prejudices arrests, convictions and incarceration of black men (among others). Attendees will also gain information about the prison abolition movement—its origins, its effects, and how to engage with the movement to effect change.

12:45 PM 1:45 PM Track IV What Works? Social and Economic Opportunities to Improve Health for All **SPEAKERS:** Jessica Solcz; Joe Hinton

How are you taking action to address the social determinants of health and increase equity in your community? How do you find policies and programs that can help you make a difference? How do you know if they will work? This session will provide examples of concrete, effective solutions to address challenges across the social determinants of health and take action, with particular attention to strategies that decrease disparities. It will also introduce you to an online resource that will bring evidence to your fingertips—What Works for Health—and have an opportunity to explore strategies that can improve social and economic opportunities locally. In addition, it will highlight resources that can help you engage with stakeholders and set them on the journey of understanding inequities and moving towards the types of conversations that precede strategy-selection. You will leave with a better understanding of the nuances of strategy selection and tools to address inequities.

1:45 PM 2:00 PM Break

2:00 PM 2:55 PM Evolution of Truth Exercise **FACILITATOR:** Dasha Kelly Hamilton

2:55 PM 3:00 PM Shout Outs **SPEAKER:** Barbara Lawton



Campus Compact

