



The Multi-City Equity Summit will provide one step in our journey towards establishing a culture that embraces diversity, equity, and inclusion. This summit will bring together citizens and public officials around community issues related to racism, discrimination, and exclusion.

Inaugural Multi-City Equity Summit

October 19th, 2019 8:00 am - 4:00 pm
Lake Oswego High School

Welcome to the Multi-City Equity Summit.

The cities of Lake Oswego, West Linn, Wilsonville, Tigard, and Tualatin are linked through many commonalities, and these communities have begun to deepen partnerships across city councils, city managers, police departments, school districts, and community organizations. There has been an ever-increasing need to address diversity, equity, and inclusion within all facets of our community.

The Equity Summit is a space where we can:

1. Collectively deepen our understanding of how racism and discrimination are experienced in our communities;
2. Share ways our communities are responding to the problem in neighborhoods, schools, and city government; and
3. Explore ways to address these issues at the local level.

Keynote Speaker: Dean Marvin Lynn, PhD

Conceptualizing and Building a “Beloved Community” in Oregon: Race, Multiculturalism, and Intersectionality

Professor Marvin Lynn is the dean of the College of Education at Portland State University.

Renowned Philosopher and educator, Dr. Maxine Greene, was a pluralist who believed that it was possible for all people, regardless of their differences, to live in a harmonious society where all were considered and treated as equals. Progressive educational theorist and social reconstructionist, John Dewey, also argued that schools should advance “the great community” where students were imbued with a deep respect for humankind. Dr. Martin Luther King Jr., on the other hand, was more concerned about building “the beloved community” which drew on nonviolence and a deep and abiding love for one’s fellow person. Motivated by Greene’s pluralist vision and Dr. Martin Luther King’s and John Dewey’s visionary notions of community, Dr. Lynn will address how we might adopt an intersectional perspective that recognizes, appreciates, and honors the humanity of all people.



Closing Remarks: Emmett Wheatfall

Emmett Wheatfall is a recognized expert on implementing diversity, equity, and inclusion in the workplace.

Workplace equity is trending nationally. Supplementing equity at Clackamas County are the emerging concepts of workforce character and values. Emmett Wheatfall, former Assistant County Administrator for Clackamas County, will share with Summit attendees his philosophy regarding equity, workforce character, and values. The principles he will share have been forged over the years. Mr. Wheatfall has a long career in leading organizations in the development of equity, diversity, and inclusion concepts and strategies.



Multi-City Equity Summit: Program

8:00 am - 9:00 am **Registration**

9:00 am - 9:45 am **Keynote Speaker Dean Marvin Lynn, PhD**
Conceptualizing and Building a “Beloved Community” in Oregon: Race, Multiculturalism, and Intersectionality (Auditorium)

9:45 am - 10:00 am **Morning Break**

10:00 am - 11:30 am **Morning Breakout Sessions**

Race and Racism in Oregon: The Past is Prologue (Choir Rm. 125) - Dr. Paul Miller
Why Equity? (Black Box - 126) - Dr. Emily Drew
Breaking the Bias Code: Unlock, Harness and Transform the largest Hidden Barrier to Inclusion (Band Rm. - 124) - Charu Manchanda Nair
Using Relational Leadership to Create a Culture of Equity in a System Designed to be Equal (Library) - Bill de la Cruz
Building Bridges: One Community’s Journey to the Museum of Tolerance (Auditorium) - Panel discussion facilitator Don Johnson

11:30 am - 1:00 pm **Lunch***

West Linn Youth Music Project
“Unopened” presented by Lakewood Theater Company (Auditorium)
Face to Face mural project

1:00 pm - 2:30 pm **Afternoon Breakout Sessions**

Barriers to Equity (Black Box - 126) - Thomas Bruner
Engaging in Ally Behavior (Choir Rm. - 125) - John Lenssen
Microaggressions: The Macro Impact (Band Rm. - 124) - Dr. Markisha Smith
Schools and Community Moving Forward (Cafeteria) - Facilitators Willie Poinsette & Christine Moses
Government and Community Moving Forward (Library) - Facilitators Glenn Montgomery & Megan Phelan

2:30 pm - 2:45 pm **Afternoon Break (Refreshments)**

2:45 pm - 3:30 pm **Closing Remarks by Emmett Wheatfall (Auditorium)**

3:30 pm - 4:00 pm **Wrap-up and Feedback**

* Lunch will be served in the school cafeteria. During lunch we will be treated to two activities:

- 1) The West Linn Youth Music Project will perform during the first half of the lunch break.
- 2) Lakewood Theater Company will present a staged reading of “Unopened” during the second half of the lunch break (12:15 - 12:50 pm). This will be followed by a facilitated Q&A.



Race and Racism in Oregon: The Past is Prologue (Dr. Paul Miller)

Dr. Miller is an independent researcher and holds a doctorate in African American Studies from Temple University. The percentage of African American residents comprising Oregon's population is among the lowest of any state in the nation. That is not an accident. It is, in part, because Oregon's leaders and residents made deliberately racist policies and followed racist practices dating back to when the state was founded. These racist policies and practices have had the effect of institutionalizing and normalizing white supremacy in Oregon. This presentation provides an understanding of how and why Oregon arrived at the present in terms of anti-Black racism by examining the history and outcomes of policies and practices that contribute to white supremacy.



Why Equity? (Dr. Emily Drew)

Dr. Drew is an Associate Professor of Sociology and Ethnic Studies at Willamette University. In this session, Emily Drew will help explore what people mean when they speak about and/or work from a frame of equity. We will consider how "equality," "diversity," and "inclusion" are essential building blocks for equity, but that they do not mean the same thing, nor have the same outcomes. What does shifting to an "equity lens" require of us? How do we move beyond rhetorical commitments to equity, to taking actions – both internally and externally—that foster inclusive and equitable institutions?



Breaking the Bias Code: Unlock, Harness, and Transform the Largest Hidden Barrier to Inclusion (Charu Manchanda Nair)

Ms. Nair (CEO, Keys2DEI) designs and executes custom equity & inclusion solutions for public/private entities. Come join this action oriented dynamic workshop and educational session to: Learn cutting edge neuroscience on our unconscious biases; Gain 21st century common language and vocabulary about this elemental space to build a foundation of understanding; Get clarity and diffuse fear, uncertainty on how to communicate within and without about these arenas; Launch and practice next-level skills to transmute the latent energies into your own personal force for powerful engagement; Shift using proven tools and best debiasing practices to leave with wonder and joy at the living tapestry of diversity that continually enrich our communities and our lives.



Using Relational Leadership to Create a Culture of Equity in a System Designed to be Equal (Bill de la Cruz)

Mr. de la Cruz is an independent consultant and published author on equity and bias analysis. In this workshop, Bill de la Cruz will present on the historical context of institutional racism and bias in education. He will talk about how to create relational leadership in schools and devise an action step to disrupt inequities in education.



Building Bridges: One Community's Journey to the Museum of Tolerance (Don Johnson)

Mr. Johnson is the current fire chief and former police chief for the City of Lake Oswego. In February 2018, representatives from Respond to Racism, the City of Lake Oswego, the Lake Oswego Police Department, and the Lake Oswego School District embarked on a journey to the Museum of Tolerance in California to learn, grow, and make connections that moved the community forward in uniting against bias, discrimination, and hate. This session is a panel discussion about that experience, lessons learned, and actions moving forward. The panel discussion aims to inspire other communities to find ways to build their own bridges.



Barriers to Equity (Thomas Bruner)

Mr. Bruner (Bruner Strategies) works with businesses organizations to implement diversity, equity & inclusion. Diversity. Equity. Inclusion. Accessibility. More and more, these words and phrases seem to be everywhere. But besides education and training, what can we do – specifically, practically, operationally – to advance equity in our workplaces and organizations? Join us for an engaging, interactive, and solution-oriented discussion about ways we can advance equity. Together, we will: identify the most common barriers to equity in our organizations; learn what others have done to reduce similar barriers; identify possible solutions and strategies for our organizations; develop plans to begin implementing equity strategies.



Engaging in Ally Behavior (John Lenssen)

Mr. Lenssen is a consultant who works with organizations, schools, and universities on issues of equity. This workshop will examine why people engage in allyship and ally behavior. We will explore relationships across difference, what it means to be a white anti-racist, a male feminist, and multiple ways to be an ally with and for people who are targeted by discrimination and oppression.



Microaggressions: The Macro Impact (Dr. Markisha Smith)

Dr. Markisha Smith is the new Director for the Bureau of Equity and Human Rights at the City of Portland. In this interactive discussion, participants will gain or expand on knowledge of microaggressions, understand the impact of microaggressions in the workplace, and commit to eliminating microaggressions to support equitable work environments.



Schools and Community Moving Forward (Willie Poinsette & Christine Moses)

Ms. Moses is founder of the DEI consulting firm Buffalo Cloud Consulting, and Ms. Poinsette is co-founder and president of Respond to Racism in Lake Oswego. This session will be a facilitated conversation to identify and explore equity barriers that challenge our schools. Participants will discuss viable solutions that the schools and community can pursue to remove these barriers.



Government and Communities Moving Forward (Glenn Montgomery & Megan Phelan)

Mr. Montgomery is Executive Director of Vision Action Network, and Ms. Phelan is Assistant City Manager for the City of Lake Oswego. This facilitated discussion will engage the audience in conversation to explore equity initiatives within our local governments. What is working and what needs more work? Come to a collaborative brainstorm around solution options and ideas on how to create change.

THANK YOU to our Sponsors

City of Lake Oswego
City of Tigard
City of Tualatin
City of West Linn
Lake Oswego School District
West Linn-Wilsonville School District
.....
Joseph Buck
Westridge Elementary PTSO
West Linn Alliance for Inclusive Community
Respond to Racism LO
.....

Sue Bell, Emma Burke, Sue Christianson, Jan Cockrell, Frank & Ellen Connell, Bill Curley, Anne Dougherty, Neelam Gupta & Kabir Bhatia, Terri Kraemer, Vickie Maletteri, Charu & Anushka Nair, Willie Poinsette, Jennifer & Art Poole, Kerstan Ruffer, Charles Thrash, Amy & Curtis Waterbury, Kira & John When, Carole White, United Church of Christ

Founding Members

West Linn-Wilsonville School District, Tigard Tualatin School District, Lake Oswego School District, City of Wilsonville, City of West Linn, City of Tualatin, City of Tigard, City of Lake Oswego, West Linn Police Department, Lake Oswego Police Department, West Linn Alliance for Inclusive Community, Respond to Racism LO, LO for Love, Keys2DEI Consulting LLC

Special Thanks to:

Lake Oswego High School for the use of their facilities and for technical support
Keys2DEI Consulting LLC for program design, development, and execution
The Cities of Tigard and Lake Oswego for design and printing services
Archean Enterprises for website development

Online Program: <https://www.multicityequity.org/> Sched: <https://multicityequitysummit2019.sched.com/>