

## **A Blueprint for Progress: What's Next for DE&I?**

### **AGENDA**

- 9 a.m. Welcome**  
Toni Allen and Russ Florence, Schnake Turnbo Frank
- 9:15 a.m. "Advancing DE&I in our City Together"**  
Shalynne Jackson, Chief Inclusion and Diversity Officer, The City of Oklahoma City
- 10:00 a.m. Morning Breakout Sessions**
- "Boeing's DE&I Journey" – Justin Thomas, Boeing Oklahoma City
  - "Building Your Own Innovative DE&I Strategy" – Seth Smiley-Humphries, ONE Gas
  - "Digital and DE&I" – George Lee, University of Oklahoma
  - "Ensuring Access for People with Disabilities" – Moises Echeverria, Oklahoma Center for Community and Justice (OCCJ)
  - "Non-Binary and the Workplace" - Suzanne Wheeler, Mid-America LGBT Chamber of Commerce
- 11 a.m. Mindfulness Break**  
Led by Sandi Cox
- 11:30 "Inclusive Leadership and Allyship: A Story of Personal Transformation" – Joe Gerstandt, Author and Speaker**  
Lunchtime Keynote
- 1:00 p.m. Afternoon Breakout Sessions**
- "Developing a Culture of Allyship" – Adam Soltani, CAIR Oklahoma
  - "How Algorithms Spread Human Bias" – Corey Patrick White, Future Point of View
  - "It Takes a Village: Internal Partnerships that Drive I&D Success" – Shalynne Jackson, The City of Oklahoma City
  - "Leadership in an Age of Polarization" – Randy Lioz, Braver Angels
- 2 p.m. "Unconscious Bias to Conscious Inclusion" – Sandra Quince, Paradigm for Parity**  
Afternoon Keynote
- 3:00 p.m. Wrap Up**  
Toni Allen and Russ Florence, Schnake Turnbo Frank
- 3:15 p.m. After-Hours with our Sponsoring Executives**  
Virtual Event, Invitation Only

## Morning Breakout Sessions

### GENERAL & HUMAN RESOURCES

**“Digital and DE&I” – George Lee**

**10 a.m.**

*Ideal for attendees in communications, community relations, leadership and managerial positions.*

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### GENERAL & HUMAN RESOURCES

**“Non-Binary and the Workplace” – Suzanne Wheeler**

**10 a.m.**

Despite consistent evidence proving the connection between diverse and inclusive workplaces and profitability and performance, the business world has been largely unsuccessful in incorporating the full spectrum of gender diversity into their DE&I initiatives. This presentation will explore how to move away from policies and practices which segregate gender, and move toward a workplace that creates gender equality for all.

*Ideal for all attendees.*

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### LEADERSHIP & MANAGEMENT

**“Boeing’s DE&I Journey” – Justin Thomas**

**10 a.m.**

*Ideal for managers, directors and senior-level executives.*

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### SMALL BUSINESS & NONPROFIT ORGANIZATIONS

**“Ensuring Access for People with Disabilities” – Moises Echeverria**

**10 a.m.**

Have you made progress in your DEI initiatives and are ready to move them to a new level? Join this interactive session aimed at uncovering the do’s and don’ts of accessibility and disability. As we continue to navigate the pandemic, we will explore the lessons learned in regard to accessibility and discover ways to move from compliance to inclusion.

*Ideal for small business organizations and NPOs.*

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### DE&I PRACTITIONERS

**“Building Your Own Innovative DE&I Strategy” – Seth Smiley-Humphries**

**10 a.m.**

Building a DE&I strategy begins with each of us as DE&I leaders. Participants will walk away understanding how to approach the work personally and organizationally. Although every



organization is different, participants will understand what steps and what work is needed during year one to build an effective five-year DE&I strategy that is tied to the business strategy, and build out year one tactics to support the strategy.

*Limited to DE&I practitioners.*

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## Afternoon Breakout Sessions

### GENERAL & HUMAN RESOURCES

**“How Algorithms Spread Human Bias” – Corey Patrick White** **1 p.m.**

How do algorithms spread bias throughout our culture? In this talk, technology thought leader Corey Patrick White shares the dangers of algorithmic bias, and how high the stakes are for humanity. In this presentation, Corey offers attendees insights into how complex innovation is dramatically altering the world we live in ways that can be both positive and negative.

*Ideal for attendees in tech, HR, and communications.*

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### LEADERSHIP & MANAGEMENT

**“Leadership in an Age of Polarization” – Randy Loiz** **1 p.m.**

Many organizational leaders are confronting a challenge that has emerged in the last several years – political polarization in the workplace. While DE&I programs are important, they sometimes ignore the type of diversity behind this conflict. Randy Loiz will lead a discussion regarding the challenges that leaders are experiencing, and how to lead by example, fostering an environment where employees can communicate productively about difficult topics.

*Ideal for managers, directors and senior-level executives.*

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### SMALL BUSINESS & NONPROFIT ORGANIZATIONS

**“Developing a Culture of Allyship” – Adam Soltani** **1 p.m.**

Adam Soltani’s session will cover the concept of developing a culture of allyship within an organization. Participants will learn the importance of listening, knowing your history, and recognizing how and when to speak up, as well as tips to advance short-term and long-term organizational goal planning and maintaining a culture of change.

*Ideal for small business organizations and NPOs, as well as those who want to expand their knowledge of allyship.*

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### DE&I PRACTITIONERS

**“It Takes a Village: Internal Partnerships that Drive I&D Success” – Shalynne Jackson** **1 p.m.**

*Limited to DE&I practitioners.*