

DRAFT PROGRAM

2022 LOC Annual Conference, DEI Seminar

October 6, 2022 ♦ Riverhouse on the Deschutes
Bend, Oregon

This Seminar Will Be Recorded

8:00 a.m. – 8:15 a.m.

Welcome, Land Acknowledgement & Today's Objectives

Facilitator:

- *Chris Lopez, POC Caucus President, Councilor, Monmouth*

POC Caucus President Chris Lopez will welcome attendees to the DEI Seminar, present a land acknowledgement, and provide a brief overview of the Session's objectives.

8:15 a.m. – 9:45 a.m.

Equity & Inclusion Literacy: Building Blocks for DEI Work

Speakers:

- *Narce Rodriguez, Elected Member of the Forest Grove School District, Vice President of Student Affairs, and Chief Equity, Diversity & Inclusion Officer, Pacific University*
- *Jean Garcia, Member of the Forest Grove Community Policing Advisory Committee and Director of the Student Multicultural Center, Pacific University*

In this introductory session, attendees will engage with key concepts and terminology vital to understanding and leading in diversity, equity and inclusion work. Attendees will be asked to consider questions like: How is DEI work framed? How does one approach DEI work with an intersectional and holistic lens? What foundational concepts and terminology do attendees need to understand to begin and to be successful? Why is learning DEI work important? Additionally, this session will introduce attendees to operating ground rules and agreements for the day's Seminar – ensuring that all in attendance feel safe and secure, that everyone accepts that difficult and uncomfortable topics may be discussed, and that vulnerability is welcomed.

9:45 a.m. – 10:00 a.m.

Break

10:00 a.m. – 12:00 p.m.

Session #2 – Unmasking Privilege, Bias, Discrimination and Microaggressions

Facilitators/Speakers:

- *Narce Rodriguez, Elected Member of the Forest Grove School District, Vice President of Student Affairs, and Chief Equity, Diversity & Inclusion Officer, Pacific University*
- *Jean Garcia, Member of the Forest Grove Community Policing Advisory Committee and Director of the Student Multicultural Center, Pacific University*

This session will explore and unmask the many types of privilege, bias, discrimination and microaggressions experienced by local government officials in Oregon. The session will begin with a basic introduction into what constitutes privilege, bias, discrimination and a microaggression. Once a baseline understanding of these four concepts has been established, attendees will be placed into small work groups. Within each work group, a series of real-life stories of the privilege, bias, discrimination and microaggressions experienced by Oregon city officials will be discussed. The session will conclude with each attendee taking an anonymous test which will help them identify any biases, be they conscious or unconscious, they themselves may have.

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12:00 p.m. – 12:45 p.m. **Networking Lunch**

12:45 p.m. – 2:15 p.m. **Session #3 – Increasing Inclusion & Access for People with Disabilities**

Speaker:

- *Matt Serres, Managing Attorney of Project Independence at Disability Rights Oregon*

This session will provide an overview of accessibility of government programs, public spaces, and affordable housing. City leaders will be empowered to create more inclusive spaces by recognizing their duties to enforce accessibility requirements of sidewalks, public right of ways, and government buildings. The presentation will underline the need for cities to take stock of accessible dwelling units and encourage participants to support the development of supportive housing. Lastly, the session will provide an overview of cities' obligations to provide reasonable accommodations to ensure equal access to government programs and services.

2:15 p.m. – 2:30 p.m. **Break**

2:30 p.m. – 4:00 p.m. **Session #4 – Breaking Down Barriers: Success Stories & Next Steps**

Facilitators:

- *Narce Rodriguez, Elected Member of the Forest Grove School District, Vice President of Student Affairs, and Chief Equity, Diversity & Inclusion Officer, Pacific University*
- *Jean Garcia, Member of the Forest Grove Community Policing Advisory Committee and Director of the Student Multicultural Center, Pacific University*

Many cities and local government leaders in Oregon have been identifying and attempting to break down barriers to equitability and inclusivity for some time, others are just beginning this journey. And while strides have been made to make Oregon, and its local communities, more inclusive and equitable, much work remains. During this interactive session, facilitators will lead attendees through local success stories of identifying and breaking down barriers, while also helping attendees identify those barriers which remain within their individual communities. The session, and this seminar, will conclude with attendees being provided some actionable next steps they can take personally, as city leaders, and within their own communities to build a more equitable and inclusive Oregon.

4:00 p.m. – 4:05 p.m. **Closing Remarks**

Facilitator:

- *Catherine Biscoe, Women's Caucus President, Councilor, Philomath*

Women's Caucus President Catherine Biscoe will thank attendees for attending the DEI Seminar, review what has been achieved during the Session, and remind attendees of how they can continue to meaningfully engage in the difficult work that is diversity, equity and inclusion.