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2022 Symposium

Twin Cities Diversity, Equity & Inclusion Roundtable

**Overview of a few highlights heard**

* *Mentoring trio of coach mentor, mentee. Mentor is skip level and it’s also a sponsor.*
* *Zip code dictates health more than genetic code*
* *DEI is a biz imperative, like safety, at an organization. Each person has responsibility*
* *Go on a media diet for 1 week, 1 month and only consume news written, procedure content by BiPOC, queer, different abled*
* *Saying no to one thing is yes to something else.*

9:30am **Registration, Vendor Fair**

10:00am **Opening Speaker Introduction: Philomena Morrissey Satre**

10:05am **Workshop: Finding Your Way Back, Chris Heeter**

This interactive session celebrates your Wild spirit; your bone deep awareness that ‘how we’ve always done it’ will not work this time; and your collective wisdom as we find inspiration and motivation to grapple with true equity. Finding our way back isn’t about returning to business as usual, it’s about finding our way back to hope, community, and progress.  Join Chris Heeter as we explore what allyship feels like and how sled dogs and other Wild stories help light the way to inclusion and equity.  It’s time to move beyond Taco Tuesdays and toward a deeper connection and understanding of the immense talent waiting to be unlocked as we help shift the balance toward Wildly Welcoming work cultures.

10:55am **Welcome and DEI Overview at Land O Lakes: Philomena Morrissey Satre**

* *Activity of who you are & share with others. Sample of training employees participate in.*
* *(see slides)*

11:35am **Meditation Moment: Kristi Hemmer**

* *The box technique – take 1 breath for 4 seconds, hold for 4 seconds, release for 4 seconds and do this 4 times. (see slides)*

11:45am **Panel: “DEI Learning & Development Wins & Failures”**

Moderator:

Panel:

* Elena Imaretska, Securian
* Sarah Petersen, General Mills
* *Shared their DEI governmental structure*
* *Mentoring trio of coach mentor, mentee. Mentor is skip level and is also a sponsor at Securian.*
* *General Mills integrates unconscious bias training in the work they do with hiring, performance reviews.*
* *Importance of defining terms (example – Allyship could have a different definition for different orgs)*
* *(see slides)*

12:45pm **Lunch, Volunteer Activity, Vendor Fair**

1:45pm **Panel Discussion with** **Local DEI Award Winners**

Moderator: Patricia Izek

Panelists:

* Diane Tran, from M. Health Fairview
* Hector Martinez, from U.S. Bank
* Tracey Gibson, Andersen Corporation
* Melissa Muro LaMere, Maslon, LLP
* *Recognized for their DEI leadership! A few takeaways:*
  + *Zip code dictates health more than genetic code. M. Health Fairview doing a lot of work to improve equity.*
  + *Having large number of people trained mini chief diversity officers.* *DEI is a biz imperative, like safety, at an organization. Each person has responsibility – Tracey wrote job assignments.*
  + *BRG/ERGs are helpful for employees when they may be the one, only, other in the company. If your company is too small for a BRG/ERG, then connecting with an external related professional organization can be helpful. Melissa shared the importance of her connecting with the Minnesota Hispanic Bar Association when she moved to MN.*
  + *Supplier diversity importance within an organization is a strategic advantage.*
* *(see slides)*

2:45pm **World Café Discussion**

Topics to Discuss

* External impacts on the workplace (R v W, COVID, George Floyd, Uvalde, etc)
* Attaining & Recruiting – a few best practices at one table:
  + - * *Creating a job description that aligns with the talent you are lacking. For example if there is a lack of black and LGBTQ that align with the community demographics, state specifically in the job description you are looking for someone with understanding and relationships with African American communities, culture, etc. Looking for someone supportive and connected within the LGBTQ community.*
      * *Have an objective search committee that is making hiring decisions for the organization vs is being the hiring manager’s decision.*
      * *Removing the resume share with managers; the candidates were already vetted, screened, and deemed qualified by the recruiter. Introducing the resume allows for more unconscious bias.*
      * *Importance of having a good candidate experience, trained and inclusive.* 
        + *When someone applies, when setting up a phone or interview ask for them how to pronounce their name, if they have a name preference, and pronouns.*
* Retaining – a few best practices at one table:
  + - * *Determine if there is an issue with a particular demographic.* 
        + *Review the metrics / know the numbers to see if diverse talent, particular segments are leaving at higher numbers.*
      * *Stay interviews – ensuring they are being used.* 
        + *What are the known symptoms that are there that lead up to someone leaving?*
        + *Why do people stay? Can that be replicated?*
      * *How can we get valid are the exit interviews? Are people being honest?*
      * *Vested interest in TA holding the exit interviews for folks they brought in to the organization; potential for more trusted neutral party?*
* Allyship
* DEI Personal Development
  + - * *Go on a media diet for one week, one month and only consume news written, procedure content by BiPOC, queer, different abled.*

3:30pm **Restroom Break**

3:45pm **"12 Tiny Things”: Ellie Roscher**

We are a community that practices tiny things to build intentionality in our days.  The desire to grow, actualize and contribute lives inside us. Yet in wanting to do it all, we can end up doing nothing. Change can be hard. It’s easy to get overwhelmed and grow stagnant. 12 Tiny Things embraces the power of small, daily acts to transform our hearts and our communities. We believe in claiming incremental improvement on the go. We believe everything we need is already inside of us, we just need to remember. And we believe in unfolding together.

* *12 tiny things (but not easy)*

*Ellie, learned new things scary things though starting small. She started out young in gymnastics doing scary things through starting small.*

*Her co-author was habit stacker, starting with a new habit 5 minutes at time.*

* *Saying no to one thing is yes to something else.*
* *Where in your life do you feel cluttered? calendar, digital file, etc. Name the lie.* 
  + *Example, calendar. Resting is different than doing nothing. Her lie is that she needed to do more to be more. Realize you’re enough! When you see your calendar you self soothe. When you say no to calendar invites that don’t serve you, day yes to more presence to…. know what to say yes to.*

4:35pm **Closing Remarks**

5:00pm **Happy Hour at the Green Mill**

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