YWCA IS ON A MISSION

YWCA 2019 Mini-Conference
Greater Green Bay: Implicit Bias Mini-Conference at the YWCA
Friday, November 1, 2019: 8:00 a.m. – 4:00 p.m.
YWCA Greater Green Bay

Greater Green Bay: Implicit Bias Mini-Conference at the YWCA
The YWCA Greater Green Bay is partnering with area experts to bring you a mini-conference addressing implicit bias. We would be delighted to have you attend this full day educational event planned with the changing demographics of the Green Bay area in mind. Participants at this event will leave having been exposed to a practical definition of implicit bias, eye opening examples of how implicit bias is expressing itself in Northeast Wisconsin, and a robust community conversation about ways we can positively impact the changing demographics throughout Greater Green Bay. Participants will exit the conference and go back into families, jobs and lives with tools to make a difference.

The YWCA Greater Green Bay is a designated provider of continuing education contact hours (CECH) in health education by the National Commission for Health Education Credentialing, Inc. The program entitled “Greater Green Bay: Implicit Bias Mini-Conference at the YWCA” is designated for Certified Health Education Specialists (CHES) and/or Master Certified Health Education Specialists (MCHES) to receive up to 6 total Category I continuing education contact hours (CECH). For more information, please contact Kristina Shelton at Kshelton@ywcagreenbay.org

If your business, organization or local community needs support keeping up with the needs of Green Bay’s changing demographics, you will not want to miss this event.

Register today! http://ywcagreenbay.ywca.org/site/Calendar?id=101565&view=Detail

Implicit Bias Focus Areas
- Definitions and identification strategies
- Implications for the workplace (i.e. hiring practices, retention etc.)
- Tools for dismantling implicit bias
Implicit Bias Mini-Conference Agenda

Welcome Activities
7:30 – 8:20  Registration, Check-In and Networking; Main Lobby

8:30 – 9:00  Welcome – Implicit Bias Mini-Conference Introduction; Cowles Auditorium
Renita Robinson, MEd, MS I CEO, YWCA Greater Green Bay

9:00 – 10:30  Morning Plenary – Implicit Bias: Definitions and Implications; Cowles Auditorium
Brown County CCR Diversity and Inclusion Committee

Implicit bias, we all have it. How does it impact how we perceive and engage the world around us? How are marginalized groups impacted? What can be done about it? This interactive session will invite participants to complete an Implicit Bias survey before attending the event, facilitate small group conversations and whole group reflections.

Break
10:30 – 10:50  Break and Networking

Workshops: Session 1
10:50 – 12:00

1A:  What Are Ways We Can Ensure More Equity in Green Bay?; Cowles Auditorium
Beverly Scow Assistant I Director, Wise Women Gathering Place

1B:  Strategies for Mitigating Implicit Bias; LaForce Room
Andrea Huggenvik I Former Executive Director, YWCA Wausau

1C:  Beyond Good Intentions: Realistic Action for Organizational Change; Baer Room
Kristina Shelton, I Program Director, YWCA Greater Green Bay

Lunch and Networking
12:00 – 12:45  Lunch and Networking Opportunity; Cowles Auditorium
(Please feel free to bring a bag lunch. Soup and Salad Lunch available for purchase at the YWCA ~$10, we would appreciate it if you would let us know if you plan to purchase soup and salad.)
**Workshops: Session 2**

**12:45 – 2:15**

**2A:** Reframing Hiring Practices to Eliminate Bias: A Facilitated Panel Discussion; Cowles Auditorium  
Andrea Huggenvik | Former Executive Director, YWCA Wausau  
Panelists: Adam Jackson, HUMANA; Bob VanSchyndel, NWTC  
Luis Franco, GBAPS

**2B:** Implicit Bias: Reflections From GLBTQ History; LaForce Room  
Nicole Kurth | Area Coordinator, Residence Life, UW-Green Bay

**2C:** A Call to Consciousness and Demand for Action: There is Nothing Subtle about the Missing and Murdered Indigenous Women Epidemic  
Renee Gralewicz | Associate Professor, UW – Fox Valley  
Lisa Hurst | Native American Outreach Advocate and Equity and Inclusion Coordinator, Reach Counseling

**Break**  
**2:15 – 2:30** Bonus and Networking

**Afternoon Community Panel**  
**2:30 – 4:00** Facilitated Community Discussion; Cowles Auditorium  
This facilitated community discussion will include the sharing of needs and resources associated with specific areas (i.e. education, victim services, employment practices, etc.), and next steps.
Implicit Bias Mini-Conference Session Descriptions and Speakers

Andrea Huggenvik, Former Executive Director | YWCA Wausau, WI
Andrea has a BA Psychology/Political Science and an MS Sustainable Systems. Andrea Huggenvik is the Executive Director at YWCA Wausau, and a certified trainer of the Intercultural Development Inventory (IDI). She has a background in higher education student affairs and workforce development. She loves presenting and training about implicit bias and other kinds of biased behavior and uses her training in neuroscience to add a new dimension to the topic.

Workshop Descriptions:

1B. Strategies for Mitigating Implicit Bias
   Workshop participants will learn strategies to plan to leave less wiggle room for implicit bias to creep into their work with clients or the public. Transformational exercises will help identify when implicit bias is at play: how to combat it and how to decrease the overall amount of implicit bias.

2A. Reframing Hiring Practices to Eliminate Bias
   This facilitated panel discussion will include individuals from several industries sharing experiences and practical strategies for eliminating bias in the hiring process. Panelists: Adam Jackson, HUMANA; Bob VanSchyndel, NWTC; Luis Franco, GBAPS

Renee Gralewicz | Associate Professor, UW – Fox Valley
Renee considers herself a humanist in that she studied human interaction under three disciplines: human communication (BA, UW – Milwaukee), sociology (MA, Jackson State University), and anthropology (PhD). After retiring from the Army (Air Defense Artillery), Renee began her studies in anthropology at Washington State University where she learned the skills of cultural and medical anthropology. Renee has engaged in several projects including Hispanic migrant workers and Somali refugees in rural Wisconsin, Hmong culture and culture change in the Fox Valley, religions, and more recently, Native American issues

Lisa Hurst | Native American Outreach Advocate and Equity and Inclusion Coordinator, Reach Counseling
She is a member of Oneida Tribe of Indians of Wisconsin. Lisa is committed to providing culturally responsive support, facilitating holistic healing and seeking justice for Native survivors of violence.

Workshop Description:

2c. A Call to Consciousness and Demand for Action: There is Nothing Subtle about the Missing and Murdered Indigenous Women Epidemic
Session attendees will explore attitudes and stereotypes that significantly impact our understandings, actions, practices and policies regarding the Missing and Murdered Indigenous Women crisis.

Nicole Kurth, Area Coordinator | Office of Residence Life, UW-Green Bay
Nicole (she/her) was born and raised in Southeastern Wisconsin. She graduated in 2004 with a BA in Graphic Design and in 2013 with a MS in Student Personnel Administration from Concordia University. She moved to the Green Bay in 2016 after spending two years in Michigan’s Upper Peninsula. She has been honored by the University of Wisconsin System with the 2018 Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People.

Workshop Description:
2B. Implicit Bias: Reflections from GLBTQ history
With many people are interested 50th Anniversary of the Stonewall Riots as it’s the. This presentation of implicit bias will demonstrate how LGBTQ+ history is filled with examples of stereotyping, attitudes, ignorance and people’s reactions either consciously or subconsciously. This presentation starts with a talk about the Compton Cafeteria Riots, goes into Stonewall, which leads to the AIDS epidemic and eventually the AIDS memorial quilt in Washington DC in the 1980s.

Beverly Scow, Assistant Director | Wise Women Gathering Place
Kwickseutaineuk Ah-kwa-mish First Nation, of the Kwakwakawak Peoples from west coast in British Columbia, Canada; Mother of 3 girls and 1 boy; Stepmother to 4, Grandmother to over 12 grandchildren.

Beverly has lived on the Oneida Nation Reservation in Wisconsin since 1991. Beverly apprenticed as a Traditional Lay Midwife with Alice Skenandore. Her work has shifted to Community Midwifery, as they continue to work to create safe space for individuals, groups and community to struggle through difficult challenges on their journey of healing. As one of the women that met around the original kitchen table that became Wise Women Gathering Place, Beverly became a founding member of the organization. Beverly is a Certified ToP Facilitator and a Mentor ToP Trainer. She uses TOP Facilitation Method to support a variety of groups through focused conversations, consensus workshops, action planning, strategic planning, conflict resolution and virtual facilitation since 2007.

Workshop Descriptions:
1A. What are ways we can ensure more equity in Green Bay?
ToP Consensus Workshop will engage participants in individually free-thinking solutions, sharing in small groups, weaving all ideas onto “sticky wall” clusters and coming to consensus on naming solutions.
Kristina Shelton | Program Director, YWCA Green Bay
Kristina has dedicated her professional career and personal lifework to learning about and working with systems to create healthier schools and communities where all kids, families and community members can thrive. A certified health education specialist with a background in health promotion, she has a master’s degree in health promotion management from Marymount University and a bachelor’s degree in kinesiology with a concentration in physical and health education from Penn State University. Kristina started with the YWCA as the Program Director in July 2019. She has been actively serving on the school board for the Green Bay Area School District since September 2018.

Workshop Description:
1C. Moving Beyond Good Intentions; Supporting Your Diversity, Inclusion and Equity Goals with Realistic Action for Organizational Change

Participants will be exposed to tools for overcoming barriers to creating diverse and inclusive work environments that may increase their ability to attract and retain employees of color, and increase employee satisfaction, creativity, problem solving, and innovation. Exercises will support the ability to create clear and comprehensive diversity and inclusion plans to address barriers and negative outcomes leading to improved efficiency, effectiveness, sustainability, and organizational impact. 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.’