

**Minnesota Chapter APWA Diversity and Inclusion Speaker List**

Prior conference Presenter?	Conference Date	Conference Host	Topic	Company Name	Speaker Name	Speaker Title	Phone Number	Email	Website	APWA Committee Member Contact	Notes/Info/Bio
Yes	11/19/2020	APWA	Racial Equity: Sharing Stories	City of Saint Paul	Toni Newborn	Chief Equity Officer and HR Director		<a href="mailto:toni.newborn@ci.stpaul.mn.us">toni.newborn@ci.stpaul.mn.us</a>	<a href="http://www.stpaul.gov">www.stpaul.gov</a>	Beverly Farraher	
Yes	11/21/2019	APWA	How to Lead with Five Generations in the Workplace Today	Relationships Matter Now	Denise Barreto				<a href="http://www.relationshipsmatternow.com">www.relationshipsmatternow.com</a>	Alyson Fauske	Connect via website
Yes	5/9/2019	APWA	Inclusive Leadership for the 21st Century	Relationships Matter Now	Denise Barreto				<a href="http://relationships.matternow.com/meet.html">http://relationships.matternow.com/meet.html</a>	Alyson Fauske	In a thought-provoking and engaging talk, entrepreneur, author, TEDx speaker, and public servant Denise W. Barreto will ignite the audience to own their leadership journey and return to their respective facilities renewed, energized, and equipped to drive inclusive change. This interactive learning session will give the audience the opportunity to learn about inclusive leadership starting with a broad and wide definition of diversity and practical tips for building a more inclusive work environment starting immediately. We will briefly touch on bias and discuss how to begin to manage our biases to minimize the harm they may inflict on others.
Yes	1/31/2019	CEAM	Race Equity and Inclusion: the Journey Continues	City of Saint Louis Park	Alicia Sojourner				<a href="https://www.stlouispark.org/">https://www.stlouispark.org/</a>		This session continues the conversation from the 2018 conference surrounding implicit bias. Our speaker will go deeper and bring a new perspective to the topic, expanding the discussion to explore the challenges and opportunities available in your jobs to advance race equity and inclusion, and providing you with tools to be intentional in the journey towards culture change
Yes	1/20/2018	CEAM	Fostering Diversity and Inclusion in Engineering and Leadership	Greene Espel	Sybil Dunlop				<a href="https://www.greeneespel.com/people/SybilDunlop">https://www.greeneespel.com/people/SybilDunlop</a>		This session will provide an introduction to the concept of implicit bias against persons because of race, gender, disability, age, and sexual orientation. This will include an explanation of where implicit bias is encountered and offer commonly-seen examples of implicit bias in action. Finally, the speaker will give you tools and strategies to foster diversity and inclusion in our profession.
Yes	5/11/2017	APWA	Transforming Your Approach to Diversity and Inclusion	deepSee Consulting	Sara Taylor	CEO	651-436-8555		<a href="https://www.deepsseeconsulting.com/">https://www.deepsseeconsulting.com/</a>		Objectives 1. Define Culture and Cultural Competence 2. Describe the stages of cultural competence and their corresponding mindsets and skillsets 3. Explore implications of each stage 4. Learn general strategies for advancing cultural competence
Yes	1/27/2016	CEAM	Us Vs. Them	The Jeff Havens Company	Jeff Havens				<a href="http://jeffhavens.com">jeffhavens.com</a>		Partial List of Takeaways: • Learn to replace the complicated fourgeneration model with a workable dichotomy between older, more experienced workers and their younger, less-experienced counterparts • Understand the key cultural, technological, and social changes that have conspired to create a disconnect between team members from these two generations • Walk away with several immediately applicable strategies to address and eliminate problems caused by the disconnect mentioned above • Inspire a healthier, more robust work ethic in your younger employees (and your older ones, too) • Inspire a healthier, more robust attitude toward change in your older e
Yes	5/7/2015	APWA	The Gen Y Talent Factor: 20/20 Vision in the 2020 Workplace	Emerging Advantage	Judy Anderson and Corey Blanck						The 2020 workplace conversation is of vital importance to the overall business strategy of organizations. Attracting, retaining, and developing Gen Y—today's entry-level employees and tomorrow's leaders—with their unique aspirations and traits in a global business environment are key factors in the ability of organizations to reach their strategic goals. Leaders and managers must understand the changing dynamics of Gen Y employees holistically to answer the question, "Are you ready for the future workforce?" as Gen Y brings specific expectations to the workplace, unique to their generation. However, employers are experiencing challenges beyond generational differences posing an entirely different question, "Are they ready to work?" Both questions are critical and require a deep understanding of the underlying generational and developmental nuances. This knowledge is a prerequisite in order to design specific management practices (from recruitment to development) resulting in bench strength for the 2020 workplace.
Yes	1/29/2015	CEAM	Hot Button HR Issues—Gen Y Talent in Your Organization	Emerging Advantage	Judy Anderson						Join us for a critical session about the strategic impact of Gen Y
Yes		APWA fall conference					763-913-7211	<a href="mailto:sonja@ionissolution.com">sonja@ionissolution.com</a>	<a href="http://www.ionissolution.com">www.ionissolution.com</a>	Jen Desrude	Sonja Simpson, is the founder and CEO of iONIS Solution. She moved from Texas to Minnesota for marriage and has been happily married for over 28 years. They have three-adult children, two boys and a girl. She endearingly considers herself a Texsotan and feels beholden to both states. Sonja enjoys home, fun with family, reading, animals, gardening and learning about holistic health remedies. Sonja has a multi-faceted and vast history of employment in both public and private sectors. Upon landing in Minnesota, she worked in telecommunications, and IT. She took a chance on a career in non-profit and education and this is where the good fight began for her. She co-created a congress recognized best-practices training model to assist in the states mandated minority and women placement goals within the construction industry. The program was adopted by Metropolitan Council and rebranded as LRTBuild and currently Building Strong Communities. She was acquired by a government agency to evaluate internal CEU processes and practices and assist in the launch of the division changes. She's also a strong advocate for post-secondary education having been a dean for one of the top earning continuing education/customized training divisions of a state college, and sits on the foundation board at Inver Hills Technical College. Sonja also dedicates her time currently as an adjunct professor

No				Brainskills at Work	Shannon Murphy Robinson		612-803-7853	<a href="mailto:smr@brainskillsatwork.com">smr@brainskillsatwork.com</a>	<a href="http://www.brainskillsatwork.com">www.brainskillsatwork.com</a>	Courtney Anderson-Ewald	Tony Orange and Shannon Murphy, BrainSkills at Work Tony is a master facilitator with over 25 years of experience supporting private and public organizations with dynamic and engaging customized training programs, curriculum design, program design, management and consulting. He has successfully facilitated hundreds of trainings throughout the US, Europe and Canada. Shanon brings over 15 years of expertise in diversity and inclusion, intercultural management and leadership development. She is the CEO and Co-Founder of BrainSkills at Work, and has created and implemented hundreds of training programs, and co-authored the book Neuroscience of Inclusion: New Skills for New Times.
No				Optum	Norman Wright	Chief Marketing and Customer Experience Officer			<a href="https://www.optum.com/about-us/leadership/norman-wright.html">https://www.optum.com/about-us/leadership/norman-wright.html</a>	Alyson Fauske	Alyson indicates that he may not do speaking engagements outside of his organization but my acquaintance said he is a great speaker
No				Linda Brandt	Linda Brandt, MPH					Alyson Fauske	Connect via her LinkedIn profile
No				ALM Development Institute					<a href="https://discussion.ipages.com/alm-development-institute/">https://discussion.ipages.com/alm-development-institute/</a>	Alyson Fauske	