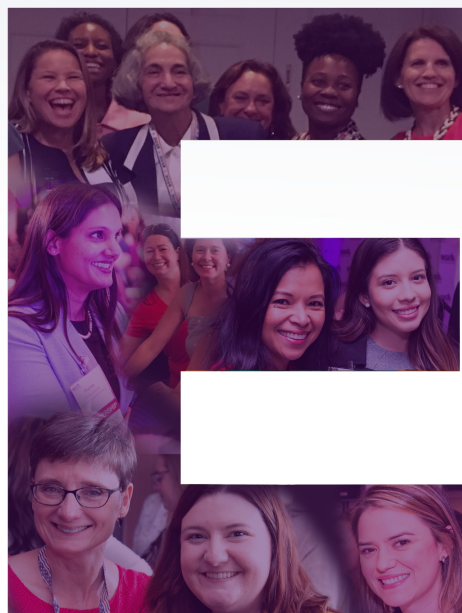


SUMMIT

JULY 26-27, 2022

DIVERSITY, EQUITY & INCLUSION

ATTENDEE RESOURCE WORKBOOK

MANY THANKS TO OUR SPONSORS

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Channon Hanna



THANK YOU TO OUR WEN PARTNERS FOR SUPPORTING THIS SIGNATURE EVENT.

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Women in Government Relations
Diversity, Equity & Inclusion Committee



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Women in Government Relations
Diversity, Equity & Inclusion Committee



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LARKIN WILLIS

Learning Policy Institute



Click the committee member's photo to view their LinkedIn profile.



A LETTER FROM VIESHNAVI RATTEHALLI AND LARKIN WILLIS

WGR'S DIVERSITY, EQUITY AND INCLUSION SUMMIT CO-CHAIRS

To our fellow dreamers, advocates and change agents,

We are delighted to have you join us at Women in Government Relations' (WGR) 3rd Annual Diversity, Equity & Inclusion (DEI) Summit!

In the year since we last convened, we've witnessed firsthand the push and pull of progress gained and progress lost. We've reemerged from pandemic isolation to face the enduring impacts of an endemic COVID-19. The effects of climate change and warfare have revealed the interdependence of our state, national, and global communities. We've seen the public grief from devastating mass shootings mobilize into landmark bipartisan legislation. We are closely following the responses of citizens, legal professionals, and political leaders to some of the most controversial Supreme Court decisions of our lifetimes. The future of our democracy is shaped each day, through the **Many Voices and Many Hands** that comprise the theme of this year's signature event. In this moment, we ask: what does it mean for government relations professionals to live out our values of diversity, equity, and inclusion?

We call on our profession to enact DEI with depth and integrity. This is a commitment that cannot be satisfied with buzzwords and quick-fixes. We are excited that you have chosen to spend the next two days exploring our session strands: (1) OWNERSHIP explores how our personal identities shape workplace experiences, (2) ALLYSHIP addresses skills to build more effective relationships across lines of difference, and (3) ACTION shares strategies for setting goals and tracking progress. Our goal is to surface innovative ways of thinking and problem-solving that break from current systems to bring about meaningful, lasting change. Together, we hope to inspire DEI work with the resolve and compassion required to embrace divergence, endure opposition, and dismantle systems of oppression.

We are pleased to gather professionals across the country for this necessary work. This year's hybrid event format allows us to ensure access while building community around the critical need and emerging lessons learned for advancing DEI within and through government relations. We look forward to engaging together in our plenary sessions, targeted workshops, and interactive action hours.

We thank you so much for your willingness to actively engage with this work. We look forward to workshopping new ideas and challenging the status quo at this year's WGR 3rd Annual DEI Summit (and beyond)!

In Solidarity,

Vieshnavi & Larkin

DAY 1 PROGRAM OUTLINE

TUESDAY, JULY 26 | 10 AM–4 PM (ET)

10:30–11 AM Opening Keynote

The Impact, Power, and Resiliency of Many Voices and Many Hands



RASHIDA MACMURRAY-ABDULLAH

Chief Diversity Officer, Wiley Rein



Click the speaker's photo to view their LinkedIn profile.

11 AM–Noon Action Hour

Mapping Personal Assets to Drive Social Change

1–2 PM

Concurrent Sessions

[Click here to review the objectives of each session.](#)

OWNERSHIP

Creating & Sustaining Community



AMANDA REED

Director, Corporate Social Responsibility and Communications, FiscalNote



LILLIAN BIJL

Senior Director, Account Management, FiscalNote

ALLYSHIP

Listening: The Essential Link Between Voice & Hand



CATHY HARRIS

President, C. Harris Companies, Inc.

ACTION

Building Your Advocacy DEI Policy



DANIA Y. LOFTON

Government Affairs Specialist, American Counseling Association

2:15–3:15 PM Panel Discussion: Building Bridges Through Ethical Storytelling



JOMARA LABOY RIVERA

Education Program Specialist, Peace Corps



KATYA STEPANOV

Co-Founder and CEO, Inheritance Project



NIA WEST-BEY

Director, Youth Policy, The Center for Law and Social Policy (CLASP)



CIERRA KALER-JONES

Director of Storytelling, Communities for Just Schools Fund; Founder and Director, Unlock Your Story
Moderator

3:15–4 PM

Closing Remarks



VIESHNAVI RATTEHALLI

Co-Vice Chair, WGR Diversity, Equity & Inclusion Committee



LARKIN WILLIS

Policy and Research Assistant, Learning Policy Institute

DAY 1: NOTES & REFLECTIONS

NOTES

[illegible]

TOP 3 THINGS I LEARNED

QUESTIONS I HAVE

FAVORITE QUOTES

DAY 2 PROGRAM OUTLINE

WEDNESDAY JULY 27 | 10 AM–NOON & 4–7 PM (ET)

10:30–11:30 AM Concurrent Workshops

[Click here to review the objectives of each workshop.](#)

OWNERSHIP

Intersectional Identities: Different Together



AUSEH BRITT

Senior Vice President,
Marketing, Capitol Canary



GABBEY NOLAN

Enterprise Account
Executive, Capitol Canary



JULIE SULLIVAN CORIATY

Enterprise Account
Executive, Capitol Canary

ALLYSHIP

Allyship in Action



HADEIL ALI

Deputy Director, Diversity &
Leadership in International
Affairs Project, Center for
Strategic and International
Studies (CSIS)



NAZIFA SUBAH

Program Coordinator,
Center for Strategic and
International Studies (CSIS)

ACTION

Advancing Equality, Diversity, and Inclusion
through Business and Policy: How the U.S.
Chamber is Turning National Dialogue into
Nationwide Action



LATRICA BOONE

Vice President, Equality of
Opportunity, U.S. Chamber of
Commerce



ALLISON DEMBECK

Vice President of Education and
Labor Advocacy, Government
Affairs, U.S. Chamber of
Commerce



JENNA SHROVE

Senior Director of Strategic
Advocacy and Advisor to the
Chief Policy Officer, U.S.
Chamber of Commerce

11:30 AM–Noon Action Hour

What's Learned Here Leaves Here: Collective Planning for the
Future We Imagine

IN-PERSON LEARNING & NETWORKING

RENAISSANCE WASHINGTON, DC DOWNTOWN HOTEL

4–5 PM Closing Keynote Session

Leading for Diversity: Taking a Risk for Such a Time as This



DR. MONICA ALMOND

Founder & CEO, The Almond Group

5–7 PM Summit Reception

NETWORKING. SHARING. CELEBRATING.

Join us in the Rock Creek Ballroom Foyer for hors d'oeuvres and beverages.



Click the speaker's photo to
view their LinkedIn profile.

DAY 2: NOTES & REFLECTIONS

NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

TOP 3 THINGS I LEARNED

QUESTIONS I HAVE

FAVORITE QUOTES

RESOURCES: OWNERSHIP

Guides

- **American Copy Editors Society** has compiled a list of style guides on how to use person-first, inclusive language.
- **Racial Equity Tools Glossary** is a collaborative project by MP Associates, Center for Assessment and Policy Development, and World Trust Educational Services.
- **Pronouns.org** is a practical resource dedicated to the empowering and inclusive use of personal pronouns in the English language.
- **Rights and Respect** by the Autistic Self Advocacy Network is a resource for LGBTQ+ autistic people.

Articles

- **Anti Defamation League (ADL): "Antisemitism Uncovered: A Guide to Old Myths in a New Era"** is a comprehensive resource with historical context, fact-based descriptions of prevalent antisemitic myths, contemporary examples and calls-to-action for addressing this hate.
- **Diversity in Government Relations (DGR) Coalition Business Case for Diversity** lists a number of articles and reports on the diversity of the government relations field at large, diversity on the Hill, making the business case for diversity, racism in the workplace, and more.

Reports

- **Diversity in Government Relations Coalition Survey's Snapshot Report** by the Diversity in Government Relations (DGR) Coalition covers the key highlights from their fall 2021 survey, capturing the demographics of nearly 900 government relations professionals. The full report will be available in the fall 2022.
- **Civic Language Perceptions Project** is a project that reports on people's perceptions to various DEI terms.
- **LGBT People with Disabilities report** by Movement Advancement Project, in partnership with the Center for American Progress's Disability Justice Initiative and LGBT Research and Communications Project, the National Center for Lesbian Rights (NCLR), and the National LGBTQ Task Force provides insights into the LGBT population with disabilities.
- **Black Equity Index** by Coqual, is a resource for organizations to advance, and measure progress toward racial equity in the workplace.
- **2022 Corporate Racial Equity Tracker** by JUST Capital, tracks the DEI commitments, actions, and disclosures of the 100 largest employers in the U.S. in 2021.
- **Achieving Racial and Ethnic Equity in U.S. Health Care** by the Commonwealth Fund, explores the systemic issues that drive racial and ethnic disparities in health and well-being. There is a state scorecard for how well each U.S. state is doing in this area.
- **LGBT+ Inclusion @ Work: A Global Outlook** by Deloitte, reports the results of a survey of 600 members of the LGBT+ community across a range of sectors regarding their workplace.

Video

- **Do Jews Cause Antisemitism?** by Unpacked, explains and unpacks anti-semitism in this 6-minute video.

ORGANIZATIONS

The Almond Group

Anti Defamation League

Asian Mental Health Collective

Bitwise Industries

The Brown Girls Guide to Politics

Diversity in Government Relations (DGR) Coalition

Equip for Equality

Inheritance Project

International Rescue Committee

National Center on Domestic Violence, Trauma and Mental Health

The Prinz Law Firm

Running Start

Super Majority

United States Equal Employment Opportunity Commission

RESOURCES: ALLYSHIP

Online Magazines & Blogs

- **The Importance of Allyship: The DEI Journey of an Elected Official** is a blog on Allyship written by Danielle Jones, Confidential Associate, Office of Governmental Affairs & Community Relations, Brookdale Community College.
- **Mochi Magazine** aims to create a collective community for solidarity and support, while also shedding light on the diverse range of identities that fall under the Asian American umbrella.

Articles

- **Anti Defamation League (ADL): How to fight anti-semitism and be an ally to Jewish people** is an article on educating yourself and taking action.
- **Forbes: Performative Allyship: What Are The Signs And Why Leaders Get Exposed** is an article on defining the term “performative allyship” and recognizing the signs.

Podcasts

- **Savvy Psychologist: Five Steps to Becoming an Ally** is hosted by Dr. Monica Johnson, and this episode focuses on five steps—H.E.A.R.T.—to becoming an ally.
- **Code Switch** hosted by journalists of color, this podcast tackles the subject of race. This podcast strives to make all of us part of the conversation about race because, as the creators believe, we are all part of the story.
- **The Will to Change** hosted by field expert, Jennifer Brown, uncovers true stories about diversity and inclusion (D&I) in the workplace. Listeners can learn about D&I concepts from thought leaders who share their personal and professional experiences.
- **Seeing White** hosted by John Biewen, is a 14-part documentary series exploring whiteness in America—where it came from, what it means, and how it works.
- **Democracy in Color** hosted by Steve Phillips, is a race-conscious political podcast offering insight into today's most pressing political issues.
- **See Something, Say Something** hosted by Ahmed Ali Akbar, is a podcast about American Muslims and covers everything from Mahershala Ali, to politics, to aunties.

Social Media

- **Instagram @morganharpernichols** is the page of Morgan Harper Nichols, an autistic mixed media artist creating daily reminders to help you make room to breathe.

Toolkit

- **Bonterra: A Year-Round Guide to Pride** is a comprehensive guide with articles and resources.

Docuseries

- **PBS' Asian Americans** is a five-hour film series that explores how we can all move forward together, as America becomes more diverse and more divided. Told through intimate and personal lives, the series casts a new perspective on U.S. history and the ongoing role that Asian Americans have played in shaping the nation's story.

Websites

- **1000 Dreams Project** is a platform for refugees living across Europe to tell their own stories through photography, interviews, and storytelling.
- **Legislative Tracker: Anti-Transgender Legislation** by Freedom for All Americans in partnership with the Equality Federation, compiles and tracks ongoing legislation.
- **Latinas and the Pay Gap** is by the American Association of University Women (AAUW) and reports that Latinas in the U.S. were among the most impacted by the COVID-19 pandemic. This research project details the health and economic repercussions both from the pandemic and in general outside of the pandemic.

RESOURCES: ACTION

Free Online Trainings

- [Diversity and Inclusion in the Workplace](#), Coursera
- [Gender and Sexuality: Diversity and Inclusion in the Workplace](#), Coursera
- [What Does It Mean to Identify as Transgender or Gender Non-Conforming \(TGNC\)?](#), Coursera
- [Understanding Diversity and Inclusion](#), FutureLearn

Toolkits and Guides

- [Bias Interrupters Toolkits](#) are menus of Bias Interrupters that organizations can implement into their business systems, as well as steps that individuals can take to help level the playing field in their workplace.
- [Remote DEI Toolkit](#) is a guide for remote organizations exploring diversity, equity, and inclusion (DEI).
- [Repairing the broken rung on the career ladder for women in technical roles](#) by McKinsey & Company, finds that women in technical roles are less likely than men to be promoted early in their careers, and many are exiting the field. They explore how companies can strengthen workforces to reverse this trend.
- [The Trevor Project: A Guide to Being an Ally to Transgender and Nonbinary Youth](#) is an introductory educational resource that covers topics and best practices on how to support transgender and nonbinary young people.
- [How to Advance Corporate Diversity in Compliance with the Law: A Toolkit](#) by the Joint Center for Political and Economic Studies and WilmerHale provides tools for companies intent on diversifying their ranks and addressing systemic bias while minimizing legal risks.

Workplace / Hiring

- [UnidosUS' Workforce Development component](#) sheds light on the needs of employees in the U.S. and the work the organization is doing, together with the Rework America Alliance, to help employers find the staff they need.
- MIT Human Resources' [Creating an Inclusive Workplace Guide](#) outlines a variety of ways to begin addressing DEI within an organization.

Shop

- Fifteen Percent Pledge's [Shop Black](#) is where you can find Black-owned brands.

DEI SUMMIT BLOG SERIES

*Authentic Voices Highlighting
Key Focus Areas of the 2022
DEI Summit*



OWNERSHIP

[The path to a new world:
Taking ownership of our
beliefs, stories and bodies](#)

By Mallory Combemale,
Co-Founder at Inheritance Project



ALLYSHIP

[The Importance of Allyship:
The DEI Journey of an Elected
Official](#)

By Danielle Jones, Confidential
Associate, Office of Governmental
Affairs & Community Relations,
Brookdale Community College



ACTION

[Bitwise Industries: Supporting
the Whole Person, One Action
at a Time!](#)

By Erin Hustings, Senior
External Affairs Manager at
Bitwise Industries

RESOURCES: DEI BOOK CLUB

SUGGESTED READING LIST



Allies and Advocates: Creating an Inclusive and Equitable Culture

by Amber Cabral

Allow Me to Retort: A Black Guy's Guide to the Constitution by Elie Mystal

Beautiful Country by Qian Julie Wang

Black Feminist Thought by Patricia Hill Collins

Blindspot: Hidden Biases of Good People by Mahzarin R. R. Banaji and Anthony G. Greenwald

Caste: The Origins of Our Discontent by Isabel Wilkerson

Courageous Conversations About Race by Glenn E. Singleton

Days of Distraction by Alexandra Chang

For White Folks Who Teach in the Hood...and the Rest of Y'all Too by Christopher Emdin

Homegoing by Yaa Gyasi

How to Be an Anti-Racist by Ibram X. Kendi

I Never Thought of It That Way by Monica Guzman

In the Dark Room by Susan Faludi

Kindred by Octavia Butler

Minor Feelings by Cathy Park Hong

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

A People's History of the United States by Howard Zinn

The Person You Mean to Be: How Good People Fight Bias by Dolly Chugh

Pushout: The Criminalization of Black Girls in Schools by Monique W. Morris

Small Great Things by Jodi Picoult

So You Want to Talk About Race by Ijeoma Oluo

There There by Tommy Orange

We Can't Talk About That at Work! How to Talk About Race, Religion, Politics and Other Polarizing Topics by Mary-Frances Winters

What if I Say the Wrong Thing?: 25 Habits for Culturally Effective People by Verna Myers

What White People Can Do Next by Emma Dabiri

White Fragility by Robin D'Angelo

Why Are All the Black Kids Sitting Together in the Cafeteria by Beverly Daniel Tatum

You Exist Too Much by Zaina Ararat

Click here for
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WGR IS COMMITTED TO DIVERSITY, EQUITY & INCLUSION

OUR VISION

The long-term vision of WGR's Diversity, Equity, and Inclusion Initiative is to create, implement, and sustain a culture within WGR, and across the government relations field, that celebrates and promotes diversity, equity, and inclusion; and incorporates policies and practices tied to these principles.



JOIN US.

Women in Government Relations is dedicated to advancing and empowering women by fostering professional development and growth opportunities through a community that supports women's leadership in government relations. Joining WGR is an investment in your own personal and professional development. Membership levels provide access and support for government relations and public affairs professionals at all levels.

JOIN



Questions? [Contact us.](#)