

# YWCA IS ON A MISSION

## YWCA 2020 Conference

### Greater Green Bay: Implicit Bias Conference at the YWCA

Thursday, October 15, 2020: 7:30 am – 4:00 pm  
YWCA Greater Green Bay  
230 South Madison Street  
Green Bay, WI 54301

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The YWCA Greater Green Bay is partnering with area expertise to bring you a conference defining implicit bias and providing examples of how it is impacting supportive services and life in Brown County. 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. Online and in-person participants will be exposed to practical definitions of implicit bias, clarifying examples of how implicit bias is expressing itself in Northeast Wisconsin, and exposure to a robust community conversation about ways we can respond to the changing demographics throughout Greater Green Bay.

Exposure to conference content will provide permission to adjust our personal lenses to see and respond to implicit bias. Those viewing and participating will return to their families, jobs and lives with tools to make a difference. The entire content of the conference will be available online to paid registrants. Pre-recorded content will be emailed to paid registered participants at the start of the conference. The welcome, keynote and community sessions will be broadcasted live via ZOOM and access to the recordings will be made available at the end of the conference.

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=103264&view=Detail>

#### Social Media

Incorporating social media into our conferences and events gives our organization and community the ability to connect with a broader audience around the topics we care most about – eliminating racism and empowering women! We encourage all our event participants to like/favorite, share and comment on conference social media content featuring favorite topics, presenters, attendees and moments! Participants are also encouraged to tweet questions and answers using the event-specific hashtags below.

- **Facebook:** @YWCAGreenBay
- **Twitter:** @YWCAGreenBay
- **Hashtags:**
  - #betheone
  - #YWCAGreenBay

## Implicit Bias Focus Areas

- Definitions and identification strategies
- Implications for the workplace (i.e. hiring practices, retention etc.)
- Tools for dismantling implicit bias

## Who should attend the 2020 Implicit Bias Conference?

In May 2018, the Wisconsin Public Health Association (WPHA) passed a resolution declaring that racism is a public health crisis in Wisconsin and committed to taking action. Little did they know that in less than two years a national pandemic would put that crisis on full display across Wisconsin and provide a platform to demonstrate the promised action. Today, COVID-19 is disproportionately affecting people of color in WI. On June 7, 2020, the Wisconsin Department of Health Services released data indicating there were 20,835 cases of COVID-19. The facts: 27% of people who have tested positive for COVID-19 and 44% of people who have died from it are black. In Wisconsin, black people account for 6.7% of the population, according to the U.S. Census Bureau.

Additionally, a 2019 report released by the Economic Policy Institute in Washington found that a number of factors — historical, economic, demographic and political — have shaped patterns of racial disparity and race relations in the Midwest. People have asked questions about why and how blacks and Hispanics are in the situation they're in. There are numerous historical reasons for current disparities—racism is at the center of the reasons. Systemic issues of racism have led to limited access to food, environments, employment, and health care that significantly alters the quality of life afforded to people of color.

The 2020 Implicit Bias conference at the YWCA will define the issues, provide insight into the historical factors and current realities that must be addressed for service providers to provide equitable opportunities that people of color experience as helpful. It will also provide participants practical definitions of implicit bias, racism and prejudice with eye opening examples of how implicit bias is expressing itself in Northeastern Wisconsin. It will extend a robust community conversation about ways we can provide equal service opportunities across the changing demographics of this region. This is only truly possible if service providers and peace officers understand their own beliefs about people different from them and the implicit bias, they have which impacts how they engage in their work with people different from them.

The conference is designed through an intercultural lens that takes into consideration a varied level of stations that individual communities exist in. The premise of the conference is that we all have implicit bias. We didn't ask for it—but it is in us, and it is our responsibility to understand and avoid allowing it to impact the support we provide to clients in each of our roles. Just as the COVID crisis exposed health disparities, George Floyd's live streamed murder has exposed systemic historical racism that connects unwittingly to deadly realities of discrimination in the justice system. This year's conference will provide attendees with tools to take personal accountability and be a part of the solution to racism in Northeast Wisconsin.

The conference will have answers to general and specific questions like: How does implicit bias impact how we perceive and engage the world around us? How are marginalized/low resourced/different cultures impacted by implicit bias? What can be done to minimize the costs of implicit bias? Additionally, participants will be invited to complete a pre/post survey and attend and facilitate small/large group conversations and reflections.

In 1924 Emory Bogardus developed a social distance scale which is one of the oldest psychological attitude scales still in use. This social distance scale measures prejudice—or, more precisely, the degrees of warmth, intimacy, indifference or hostility—between an individual and any social, racial or ethnic groups. One of the suggestions that has been proven through almost a century in use is that spending time with people who are different from you creates an opportunity to reduce prejudice. The YWCA implicit bias conference does this, and in the process supports community members, advocates, officers and all human service workers.

## Implicit Bias Conference Agenda

### Welcome Activities

- 7:30 – 8:20**      **Registration, Check-In and Networking; Main Lobby**  
Open for Business: Madison Street Boutique (2<sup>nd</sup> floor)
- 8:30 – 8:45**      **Welcome – Implicit Bias Mini-Conference Introduction; Cowles Auditorium**  
Renita Robinson, MEd, MS, ABD I CEO, YWCA Greater Green Bay
- 8:45 – 9:30**      **Community Session I – Implicit Bias: A Functional Definition**  
Jenni Oliver I Director, Institute Operations & Social Equity Advancement--The Privilege Institute
- 9:30-9:45**      **Break**  
Open for Business: Madison Street Boutique (2<sup>nd</sup> floor)
- 9:45 – 10:30**      **Community Session II – Strategies for Mitigating Implicit Bias**  
Andrea Huggenvik I Social Justice Specialist, YWCA Green Bay
- Break**
- 10:30 – 10:50**      **Break and Networking**  
Open for Business: Madison Street Boutique (2<sup>nd</sup> floor)

### Workshops: Session I

- 10:50 – 12:00**
- 1A:**      **Saving Our Babies: Eliminating Maternal and Infant Disparities in WI**  
LeKecia Lovett I CEO and Founder, Encompass Solutions, LLC
- 1B:**      **Sitting “With” Change: Tools for Dismantling Bias in Communication**  
Alice Skenadore I Executive Director, Wise Women Gathering Place
- 1C:**      **Bloom Where You're Planted: Using Privilege for Good.**  
Brenda Warren MD, PhD I Green Bay Public School Board

### Lunch and Networking

- 12:00 – 1:00**      **Lunch and Networking Opportunity; Cowles Auditorium**  
(Beverages and snack provided: Lunch is on your own.)

## Community Session III: Culturally Responsive Human Services Panel

Facilitated community discussion.

### Workshops: Session II

1:00 – 2:30

**2A:** **Asian Stereotypes: You Have to Know Them to Avoid Perpetuating Them;**  
Mai J. Lo Lee | Diversity Director, Multi-Ethnic Student Affairs (MESA) Office

**2B:** **Unintended Discrimination in Supportive Services: The Implicit Bias Culprit**  
Beverly Scow Assistant I Director, Wise Women Gathering Place

**2C:** **Human Trafficking in Northeast Wisconsin: The Implicit Bias Culprit?**  
Huelmely DeJesus | Former Legal Advocate, Wisconsin Regional Anti-trafficking Program at UMOS

### Break

**2:30- 2:45** **Break and Networking**  
Open for Business: Madison Street Boutique (2<sup>nd</sup> floor)

### Afternoon Community Session (IV)

**2:45 – 4:00** **Community Session IV: A Facilitated Panel Discussion**  
**Reframing Hiring Practices: Eliminating Bias--Cultural “Adds” vs Cultural “Fits”**  
Andrea Huggenvik | Social Justice Specialist, YWCA Green Bay  
DJ Daniels | Talent Acquisition & Global Mobility, Schreiber Foods  
Jenni Oliver | Director, The Privilege Institute  
Renita Robinson, MEd, MS, ABD | CEO, YWCA Greater Green Bay

## Implicit Bias Session Descriptions

### Welcome – Implicit Bias Mini-Conference Introduction

Renita Robinson, MEd, MS, ABD | CEO, YWCA Greater Green Bay

### Community Session I – Implicit Bias: A Functional Definition

Jenni Oliver | Asst. Director, The Privilege Institute

The implications related to how implicit bias impacts the everyday lives of community members shed light on Green Bay’s recent declaration of racism as a public health crisis. Participants in this workshop will be presented with a functional definition of implicit bias and information demonstrating how it affects our understanding, actions, and decisions in an unconscious manner without an individual’s awareness or intentional control.

### Community Session II – Strategies for Mitigating Implicit Bias

Andrea Huggenvik | Social Justice Specialist, YWCA Green Bay

Workshop participants will learn strategies to eliminate the 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.

## **Workshops: Session I**

### **Saving Our Babies: Eliminating Maternal and Infant Disparities in WI**

LeKecia Lovett | CEO and Founder, Encompass Solutions, LLC

According to the Annual Wisconsin Birth and Infant Death Report: "The death rate for infants born to black mothers is the highest in the nation and getting worse." Participants in this workshop will gain perspective on how implicit bias is influencing an upward trend in infant deaths for American Indian, black and other Asian or Pacific Islander mothers indicating growing racial and ethnic disparities.

### **Sitting "With" Change: Tools for Dismantling Bias in Communication**

Alice Skenadore | Executive Director, Wise Women Gathering Place

Participants in this workshop will be exposed to effective tools for dismantling bias in communication from the wisdom, and patience of a first nations' midwife (whose commitment to change at the personal and professional level has been forged through decades of reflection and engagement).

### **Bloom Where You're Planted: Using Privilege for Good**

Brenda Warren MD, PhD | Green Bay Public School Board

This introspective workshop is a demonstration of the principle "to whom much is given, much is required." It details the journey of an MD, PhD through educational attainment, school board presidency and personal experiences learning the costs, benefits, privileges and responsibilities associated with being white, educated and female in a big-small conservative community.

## **Lunch (Beverages and a snack will be provided: Participants should BYO lunch)**

### **Community Session III: Culturally Responsive Human Services Panel**

This facilitated community discussion will include the sharing of needs and resources across the community and reflections on the content presented during the first half of the day.

## **Workshops: Session II**

### **Asian Stereotypes: You Have to Know Them to Avoid Perpetuating Them**

Mai J. Lo Lee | Diversity Director, Multi-Ethnic Student Affairs (MESA) Office-UWGB

Once you know Asian stereotypes, you can avoid perpetuating them, stop prejudicial behaviors and bias statements and ultimately stop implicit bias.

### **Unintended Discrimination in Supportive Services: The Implicit Bias Culprit**

Beverly Scow Assistant | Director, Wise Women Gathering Place

Participants in this workshop will be presented with information on how implicit bias shows up in the form of discriminatory practices that hurt, instead of help, seekers of supportive services. Real stories from members of our community will be shared and discussed.

## **Human Trafficking in Northeast Wisconsin: The Implicit Bias Culprit?**

Huermely DeJesus | Former Legal Advocate, Wisconsin Regional Anti-trafficking Program at UMOs

Participants in this workshop will learn about how implicit bias creates a barrier to receiving services for victims of sexual violence and human trafficking. Workshop content will explore the role of human trafficking in relation to oppression and what aspects contribute to vulnerabilities and how to empower resilience across different communities. More specifically, participants will learn about sex trafficking misconceptions and trauma informed recommended practices to better interact with survivors of trauma.

### **Afternoon Community Panel**

#### **Community Session IV: A Facilitated Panel Discussion**

#### **Reframing Hiring Practices: Eliminating Bias--Cultural "Adds" vs Cultural "Fits"**

Andrea Huggenvik | Social Justice Specialist, YWCA Green Bay

DJ Daniels | Talent Acquisition & Global Mobility, Schreiber Foods

Jenni Oliver | Director, The Privilege Institute

Renita Robinson, MEd, MS, ABD | CEO, YWCA Greater Green

This facilitated panel discussion will include individuals from several industries sharing experiences and practical strategies for eliminating bias in the hiring process.

## **About the Presenters**

### **Huermely De Jesus | Former Legal Advocate, Wisconsin Regional Anti-trafficking Program at UMOs**

Huermely De Jesus received her Bachelor of Arts degree from University of Wisconsin – Milwaukee where she studied the relationships between the fields of Urban Studies and Political Science with a concentration in public policy and urban planning. Her experience derives from working with different organizations that serve survivors of abuse, individuals in the youth justice system, advocating for sexual assault and human trafficking survivors throughout the state. She is passionate about the power of education, creating spaces, and promoting introspective learning.

### **DJ Daniels | Talent Acquisition & Global Mobility, Schreiber Foods**

Mr. Derius "DJ" Daniels began his career in human resources in 2004 and has experience working in the corporate and agency settings as well as manufacturing operations. Before relocating to Green Bay and working for Schreiber in 2010, DJ lived in Atlanta, Georgia and worked for Coca-Cola and AirTran Airways, respectively. While at Coca-Cola, he worked on the launch of the University Talent Pipeline program (UTP). One of his primary initiatives was the recruitment of students from HBCU's and other colleges and universities throughout the east coast. From 2013-2018, DJ lived and worked in Southern California for Schreiber Foods at one of its West Coast facilities. DJ has a bachelor's degree from the University of Alabama in Business Management (Tuscaloosa, AL), and master's degrees in human resources management and Healthcare Management, both from Troy University in Troy, Alabama.

### **Andrea Huggenvik | Social Justice Specialist, YWCA Green Bay**

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.

### **LeKecia Lovett | CEO and Founder, Encompass Solutions, LLC**

LeKecia is passionate about serving families in the community as she was raised by a single mother of two small children and can identify with the hardships many families face. The rise of infant mortality rates, impoverished living conditions, and economically disadvantages within Milwaukee County are driving forces behind the lifelong vision of Encompass Solutions. Having received formal education from Rufus King High School for the College Bound (Milwaukee, WI) and Central State University (Wilberforce, OH) her education and experiences have exposed her to the overwhelming increase in maternal and infant disparity amongst families of color in Milwaukee County, WI.

### **Mai J. Lo Lee | Diversity Director, Multi-Ethnic Student Affairs (MESA) Office**

Mai's role as the Diversity Director is to be liaison for multi-ethnic college students with faculty, staff and senior administration on retention efforts, academic support services, and leadership opportunities. Mai is an actively engaged community member, serving on community boards and volunteering with the Northeast and Fox Cities regions. She received a master's degree in Education from the University of Wisconsin-Ls Crosse and a bachelor's degree in Mass Communication and English from the University of Wisconsin-Eau Claire.

### **Jenni Oliver, Director, Institute Operations & Social Equity Advancement | The Privilege Institute**

Jenni Oliver has over seventeen years of results driven leadership and project management skills. Recognized by Kenexa as a "culture leader," Jenni has managed highly engaged, diverse teams within a Fortune 50 Company and also in Higher Education. Jenni has a passion and success for advancing diversity and inclusion strategies, equitable policy development, and creating safe spaces for crucial conversations. She holds a bachelor's degree in Human Resources (Concordia University Wisconsin) and an Associate degree in Leadership Development (NWTC). Jenni also studied "Leadership & Service Excellence" at the Disney Institute, Disney World and Irish Culture, Communications & Humanities at Waterford Institute of Technology, Waterford, Ireland.

### **Renita Robinson, MEd, MS, ABD | CEO, YWCA Greater Green Bay**

Renita is the Chief Executive Officer of the YWCA Greater Green Bay. Prior to this post, Renita spent over 30 years serving women and children. Formerly licensed as a graduate social worker (LGSW), and 6<sup>th</sup>-12<sup>th</sup> grade English and social studies teacher, Renita has developed effective programs and influenced policy related to services for youth and their families. She has been an advocate, educator, and supporter of the homeless, victims of sexual and domestic violence and children across the life, gender, and race span.

For over 20 years, Renita has developed curriculum, designed conferences and programs, conducted workshops, and addressed a wide range of audiences as the owner of Teach 'Em To Fish, LLC, a non-profit consulting business dedicated to curriculum development and training on a variety of social justice issues. Renita's workshops range from tools creating culturally responsive workspaces to the

impact of witnessing violence on children. Though honored as Teacher of the Year by the Anti-Defamation League in 1997, her favorite accomplishment is raising two compassionate sons.

### **Beverly Scow | Assistant Director, Wise Women Gathering Place**

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.

### **Alice Skenadore | Executive Director, Wise Women Gathering Place**

Alice became a strong community activist, in Laughlin, Nevada, where she lived with her family for seven years prior to moving back to her native state of Wisconsin, helping to push the county forward in the development of schools and family centered events and infrastructure. Alice also served her communities as a Traditional Midwife for more than 27 years, attending over 740 home births, following the basic tenet that, all women are innately midwives and every woman deserves a midwife. She believes that midwifery has always been a 'cradle to grave' role for the wise women of all communities. She has helped many other women, through the apprenticeship model, to become practicing midwives themselves.

### **Brenda Warren MD, PhD | Green Bay Public School Board**

Brenda has been on the Green Bay School Board since 2004, serving as president from 2012-2020. She was a pediatrician in Green Bay for seven years before "retiring" to become a stay-at-home mom in 1996. Over the course of the last 24 years, Brenda has been a community volunteer in various capacities: active volunteer in Green Bay schools and on leadership teams for United Way and Achieve Brown County, current member of the Basic Needs Giving Partnership Grants Team, currently serving on the Community Advisory Board for the Medical College of Wisconsin-Green Bay and the Board of Directors for the Greater Green Bay Community Foundation. Part of her work for the Medical College has included working with a team to help improve access and opportunity for students of color who want to become physicians.

