



April 26, 2019 ♦ Arapahoe Community College ♦ Littleton, Colorado

AGENDA

8:00am Registration, Coffee, Networking

8:30am Welcome and Opening Remarks

9:00am *From Line Staff to the C-Suite: Ensuring diversity and inclusion at all levels of hiring*

Jessica Forsyth, Indira Gujral, and Susan Motika

Denver Public Health and Boulder County Public Health

To advance health equity in our communities, organizations must demonstrate equity and inclusion in our workforce, including in the most senior, decision-making positions. How can we build a “pipeline” of future leaders who can serve as the next generation of directors and associate directors? What role can implicit bias play in the selection process of managers? Participants will have the opportunity to participate in a dynamic, interactive exercise where implicit bias challenges emerge in a mock interview panel.

12:15pm Lunch and Networking

1:00pm *Using Stay Interviews to Retain Valuable Employees*

Kathy Kennedy

RIHEL and Colorado School of Public Health-University of Colorado Anschutz Medical Campus

Retaining valuable employees can be a challenge, and employee turnover costs organizations millions of dollars every year. Participants will learn about the reasons employees remain in or leave their jobs and what they can do to keep the employees they value. Participants will have the opportunity to practice conducting stay interviews in small groups using five key stay interview questions. Participants will compare their experiences with the larger group during a debrief at the end of the workshop.

2:45pm *Equity and Inclusion as a Personal Choice: Creating a safe, respectful, supportive and inclusive culture at work*

Chris Lehnertz

President and CEO, Golden Gate National Parks Conservancy

Practices that enhance equity and inclusion result in better decisions, more organizational effectiveness, and more engagement and satisfaction with work throughout the organization. Policies and other organizational structures create the infrastructure for equity and inclusion, yet our daily personal choices are required to complete the creation of a safe, respectful, supportive and inclusive work culture. This inspirational talk illustrates that owning the personal choice to create safety, respectfulness and support every day is the work of leaders.

4:00pm End

<https://www.rihel.org/programs-training-and-events/leadership-is-for-everyone/>

