



KEY SPEAKERS

MASOOD AKHTAR

From Muslim Registry to Anti-Hate Registry to We Are Many - United Against Hate Movement

SHRM 22-M7KUU / HRCI 596284

Masood Akhtar is an Indian-born American Muslim entrepreneur living in Madison for over 35 years. Besides starting multiple businesses, Akhtar has been actively involved with numerous community projects. The most visible is We Are Many - United Against Hate Movement to address the environment of hate, bigotry and racism. Akhtar has received many awards: prestigious national FBI's Director's "Community Leadership Award" ; "Certificate of Appreciation" by the Southern Poverty Law Center; "Certificate of Achievement" from Governor Evers; and "Manfred E. Swarsensky Humanitarian Service Award" by Rotary Club of Madison. Akhtar also serves on the Board of Friends of PBS Wisconsin. Recently, Akhtar was named one of Wisconsin's 48 most influential Asian American Leaders.

His presentation will focus on how to build inclusive classrooms, communities, businesses, and government by sharing life stories as told by former hate group members, capitalizing on our youth, and working in a nonpartisan way. Understanding the root causes of hate and implementing strategies to combat them.

Key Takeaways:

- People are not born with hate. They are taught to hate. If they are taught to hate, we can easily teach them how to love.
- Diversity is our strength. Unity is our Power. And U.S. Constitution is our hope.
- Let's be Proactive, Strategic, Non-Partisan, and Act, and Act now. Silence is no longer an option.

LEROY BUTLER

My Life Journey: The Impact of Diversity, Equity, and Inclusion

SHRM 22-YRCSR / HRCI 596285

LeRoy Butler is a former American football strong safety who played his entire career with the Green Bay Packers (1990-2001).

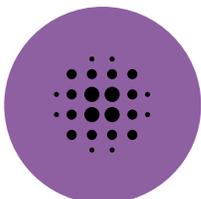
As a child, Butler's problems went beyond poverty and crime. He was born so pigeon-toed that doctors had to break bones in both of his feet when he was only eight months to correct the problem. Walking was a major challenge for Butler, who spent much of his early youth in a wheelchair. Between the ages of six and eight, he was had to wear leg braces.

As fate would have it, when he was eight years old Butler discovered he no longer needed his leg braces. By the time he was 10 years old, Butler was starring on the neighborhood football team. And, after junior high, he was recruited by football powerhouse Robert E. Lee High School.

After accepting a football scholarship to Florida State University, Butler shared the defensive backfield for two years with two-sport superstar Deion Sanders. Butler was selected by the Packers in the second round of the 1990 draft. LeRoy will shares his life story talking about his experiences with and the importance of diversity, equity and inclusion.

Key Takeaways:

- The importance of diversity and inclusion
- The importance of teamwork
- LeRoy's story - never ever give up no matter the barrier or obstacle



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1ST BREAKOUT

DEB CLARKE

Leadership for Cultural Sustainability

SHRM 22-HMC69 / HRCI 596277

Leadership for Culturally Sustainability examines how leaders can create inclusive workspaces where team members bring their unique experiences, talents, and values to the workplace. Begin to explore how culture shows up in the workplace and how cultural norms of organizations may dictate policies and practices. Explore long-held assumptions, we hold personally and as organizations, that can interfere with our equity and inclusion work.

Key Takeaways:

- Examine dimensions of culture.
- Analyze ways culture appears in the workplace.
- Identify strategies for sustaining a culture.

DAN KOPP

Attract, Retain, & Compensate

SHRM 22-73FQ4 / HRCI 596279

"Attraction and retention." Can anyone argue their importance? In this session, you will learn attraction and retention strategies that will help you find people who fit your organization. These strategies will also help you reach your diversity, inclusion, and equity (DEI) goals. Additionally, it is one thing to talk about DEI, but it is something totally different to create processes that support DEI. You will be taught how to create compensation systems that are transparent and objective, thus ensuring there are equitable compensation practices in your organization. Spoiler alert: two paradigm shifts will have to occur!

Key Takeaways:

- Learn attraction strategies that will help with all your recruitment and diversity, equity, and inclusion goals.
- Learn retention strategies so you can retain great people.
- Learn how to properly construct compensation systems to ensure there are no discriminatory compensation practices.

KEZIAH LOVE

Linking Mindfulness to Diversity, Equity, and Inclusion

SHRM 22-WW6RT / HRCI 596281

In this workshop, you will learn a basic understanding of mindfulness practice and skills and the benefits it can have on your physical, mental, and emotional health. Being mindful help us to think clearer, live healthier, be more inspiring. While in the workplace, individuals are more focused and become more resilient. Mindfulness allows you to become more emphatic. Having the ability to understand other individuals' experiences, without trying to change them, change the narrative, or fix it. This creates an overall safe place and people feel accepted, they are not ashamed to bring their skills and ideas to the workplace.

Key Takeaways:

- Learn mindfulness skills that can be applied to everyday interactions.
- Become more aware of your thoughts, feelings, and emotions
- Having more awareness of your reactions that change the way we see and treat others.
- Defining "What is Mindfulness."
- Learn your own implicit biases by being more mindful and bring more inclusive perspective to the workplace.

LESLIE LASTER

Affinity Groups: The What, How and Why to Offer Them

SHRM 22-UARHK / HRCI 596280

Participants will be able to understand what an Affinity group is, tips on how to get them started, and reasons Affinity groups help with the recruitment and retention of employees.

Leslie Laster will share tips and tools for the rollout, development, and purpose of Affinity groups within an organization with the purpose of building inclusion and creating a sense of belonging for all employees.

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2ND BREAKOUT

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MATT GLOWACKI

Building Civility, Can't We All Just Get Along?

SHRM 22-F93FP / HRCI 596278

During the workday, people frequently interact with others who have different abilities and hardships they are working through. Too many times the absence of information or the presence of misinformation about another person causes people to have far too low of an expectation for what another person can do. This session teaches how and why it is important to see potential in people and how giving them a chance to surprise you, creates camaraderie and promotes company culture.

Key Takeaways:

- Seeing past stereotypes while explaining how their contributions to the larger team matter.
- Incorporating civility and inclusion into the workplace.
- Recognizing how their own challenges shape their day-to-day perception of people.
- Learn how to engage with someone who is different than themselves in a new and non-threatening manner.

SHELLI MANNING

Advancing DEI Through Empowerment and an Abundance Mindset

SHRM 22-4ZR9V / HRCI 596282

Nearly from birth we are taught to compete and imparted with a set of rules surrounding how we'll fare in the world, based on factors out of our control like our gender and race. Even if we come from a personal environment of abundance, a lack mindset exists the moment we step out into the world, resulting in minority individuals being offered fewer opportunities, as well as those individuals not advocating as strongly for themselves.

During this workshop, you'll learn how empowering people through the knowledge that opportunities aren't just for other people and that there's enough for everyone, can benefit companies as employees strive for more significant goals.

Key Takeaways:

- We're taught to compete, but there's actually more than enough for everyone.
- Women and people of color are taught to expect less, therefore accepting less for themselves.
- By empowering employees, companies also benefit through individual achievement.

JO ANN HALL

Cracking the retention code: Putting Theory Into Practice

SHRM 22-KWZ5Z / HRCI 596283

Last summer, we explored the impacts of socioeconomic diversity on workplace culture. With unemployment rates continuing at all-time lows, putting theory into practice is even more critical. This session will review the impacts of the culture of poverty on the workplace and employee retention. From there we will expand the conversation and provide practical applications you can take back to your organization to explore or implement.

Key Takeaways:

- An understanding of the impacts of poverty on the workforce.
- Practical changes your organization can put in place today.
- Best practice sharing with your peers.

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