

2023

Return on Inclusion Summit

powered by TAHRA



Thursday, October 5
Tulsa Technology Center
Tulsa, OK



Welcome to the 2023 Return on Inclusion Summit

Creating a sense of belonging in the workplace

Oklahoma's premier professional Diversity, Equity, and Inclusion (DEI) conference is back for its eighth summit, and we're thrilled to have you join us. This event brings together a diverse community of business leaders, nonprofit champions, and professionals from all walks of life to explore the incredible return on investment when we invest in people.

The Return on Inclusion (ROI) Summit team of volunteers is passionate about reinforcing the undeniable business case for DEI across every dimension of difference. It's not just a moral imperative; it's a strategic advantage that fuels innovation, productivity, and progress.

Our theme for this year spotlights the critical importance of fostering belonging in today's workplaces. Everyone deserves to feel valued, seen, heard, and empowered at work, and by the time you leave this summit, you'll gain valuable insights into building trust, fostering psychological safety, and nurturing a profound sense of belonging within your organization. Moreover, you'll develop a deeper understanding of DEI that will catalyze positive change within your workplace and beyond.

Thank you for being a part of this transformative experience. Together, we'll inspire positive change and drive progress towards a more inclusive and equitable future for all.



With gratitude,

Terasita Cowan
2023 ROI Summit Chair

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ROI SUMMIT WIRELESS ACCESS

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A special thanks to our 2023 planning committee

we couldn't have done it without you

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Cricket Moore, SHRM-CP, *CAP Tulsa*

David Imerbthama, *Gallagher*

Gin Zo, *Saint Francis Health System*

GlenNel Barlow, SHRM-SCP, SPHR, *Manhattan Construction Company*

Jeff Faust, SHRM-CP, SWP, *Barracuda Staffing & Consulting*

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Julie Odom, CAE, *TAHRA*

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Rebecka Jimenez, *Church on the Move*

Shanna Galbreath, *EW Scripps-2 News Oklahoma*

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LaTasha Scott, CEBS, SHRM-CP, CBP, CCWS, SICS, CHRP, *Explorer Pipeline*

Tom Vincent, CRCM, CIPP/US, *GableGotwals*

Yvonne Davis, MHR, SHRM-SCP, *Luxa Enterprises, LLC*



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This Program, ID No. 640913, has been approved for **6 HR** (General) recertification credit hours toward aPHR™, aPHRI™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ recertification through HR Certification Institute® (HRCI®).

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Let us support **YOU** in creating a sense of belonging in your workplace!

GET THE RESOURCES YOU NEED TO MAKE A IMPACT!

INVEST IN YOURSELF, YOUR ORGANIZATION, AND YOUR FUTURE TODAY!



Networking with local HR professionals, among our 500+ membership, at monthly virtual & in-person events



Professional development in excess of 30 SHRM and HRCI credits annually



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Tulsa Area Human Resources Association

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ROI Summit Agenda

Summit Overview

Check out what's in store

7:30am - 9:00am	Executive Breakfast with Shalynne Jackson
9:00am - 9:30am	Onsite Registration & Check-In
9:30am - 11:00am	Opening Plenary + Morning Keynote
11:15am - 12:15pm	Morning Breakout Sessions
12:15pm - 2:00pm	Lunch + Afternoon Keynote
2:15pm - 3:15pm	Afternoon Breakout Sessions
3:30pm - 5:00pm	Closing Remarks + Final Keynote
5:00pm - 6:00pm	Happy Hour Reception

Morning Keynote | 10:00am - 11:00am  Training Room 1



Imagine the Power of Belonging at Work

Rhodes Perry, MPA | Author, Entrepreneur & Thought Leader

In this keynote, Rhodes teaches how to build belonging at work. He will show you how to embody inclusive behaviors that will lead to moments of belonging by offering tips on how to build psychological safety and trust. These are the building blocks to creating a workplace culture of belonging that leads to organizational success and breakthroughs. In this high-impact

keynote, Rhodes shares distinctive stories from his extensive career as a diversity, equity, and inclusion (DEI) thought leader. He provides the specific inclusive behaviors that every person must embrace to contribute to building a workplace culture that values each person's knowledge, perspectives, and expertise. And, he will also explore the costs of failing to intentionally name and build an exceptional culture of equity and belonging.

Rhodes Perry is an award-winning social entrepreneur, best-selling author, and sought-after keynoter. Nationally recognized as a DEI thought leader, he has over 20 years of leadership experience, having worked at the White House, the Department of Justice, and PFLAG National. Media outlets like Forbes, The Wall Street Journal, and the Associated Press have featured his powerful work. He serves as the CEO of Rhodes Perry Consulting, a global leadership and management consulting firm helping executives build enduring cultures of belonging. He serves on the National LGBTQ+ Chamber of Commerce's Transgender Inclusion Task Force, and the Cascade AIDS Project's Board of Directors.

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Morning Breakout Sessions | 11:15am - 12:15pm

Select one of three breakout sessions to attend.



Assimilation is a Swear Word

Jazzy Bivar-Tobie | The Fancy Hippie Group

📍 Training Room 26

How can a sense of belonging exist if assimilation is the norm: in onboarding, in talent reviews or performance management? In this session, leaders will understand the ways assimilation is the enemy of belonging and how to assess their culture for this toxicity.



Curiosity + Connections = Outcomes

Derrick Sier | Reverb Mentoring

📍 Training Room 27

Explore the power of genuine curiosity in the workplace and how asking questions and expressing curiosity can foster stronger relationships, enhance employee engagement, and drive better outcomes. The presentation explores areas where curiosity is beneficial, why individuals may not ask questions, and alternative approaches to expressing curiosity.



Practical Ways to Reduce Bias in Hiring Processes

Rachel Savage | Williams

📍 Training Room 9

Learn how to examine your current hiring processes and identify strategies to ensure you don't shut down your diversity recruitment efforts before they start. Leave with tangible methods you can take to set the groundwork for increasing diversity through their hiring practices.

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Afternoon Keynote | 1:00pm - 2:00pm  Training Room 1



From Stigma to Support: A Call to Action for Workplace Mental Health

Natasha Bowman | Consultant & Speaker

This session is a powerful call to action for attendees to prioritize employee well-being and mental health in the workplace. Drawing from Natasha Bowman's lived experience, diagnosed with bipolar disorder during the COVID pandemic, Natasha will explore the damaging effects of mental health stigma on individuals and organizations alike. Her extensive expertise in the field of workplace culture arms her with the knowledge to provide practical strategies for creating a more supportive and inclusive work environment. This inspiring and thought-provoking keynote will leave audiences with a renewed commitment to promoting mental wellness and creating a more positive and engaging workplace culture.

Natasha Bowman is recognized as a LinkedIn Top Voice for Workplace Mental Health, a Top 30 Global Guru for Management, and Top 200 Voices in leadership, Natasha Bowman, JD, SPHR has labored to transform the American workplace from the inside out for nearly 20 years. As a champion for employees, she's worked with a broad range of organizations as a c-suite HR executive to create an engaging environment in which employees are respected, genuine leaders are cultivated, and top performance is achieved.



Spread the word!

Share words of wisdom, quotes, or photos from today's **Return On Inclusion Summit** with colleagues and friends on **Twitter, LinkedIn, Instagram, or Facebook** and tag your post with **#ROIOK**.

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Afternoon Breakout Sessions | 2:15pm - 3:15pm

Select one of three breakout sessions to attend.



Employee Resource Groups 101 - From Vision to Implementation

Mikeale Campbell | Williams

 Training Room 9

Employee Resource Groups(ERGs) have become a growing topic in many organizations. This session takes participants through our journey from start to finish of how to prepare, form, implement, and train ERGs and ERG leaders; great if you are beginning or growing existing ERGs.



Unbound: Overcoming Adversity & Empowering Impact Leaders

Carrie McClain + Tracy Scott | Tulsa City-County Library

 Training Room 26

In today's climate, opposition to equity, diversity, and inclusion has increased, which has imposed more challenges and hurdles to doing the work. This session will focus on understanding the challenges involved in ED&I work on an individual and broader level and empower participants to overcome the adversity of the identified challenges.



Diversity, Equity, Inclusion, and Belonging in Workplace Policies

Alexandra Towler-Bliss | Culture Connection Law

 Training Room 27

This training will help leaders and team members identify how overt discrimination and unconscious bias show up in the workplace and will arm them with policies and procedures to support an inclusive and equitable workplace.

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Closing Keynote | 3:45pm - 5:00pm

📍 Training Room 1



Creating a Culture Where People Want to Stay

Elisa Glick | Consultant, Researcher & Educator

Did you know that employees who have a high sense of belonging are 10 times more likely to be satisfied with their jobs? In this keynote workshop, Dr. Elisa Glick will show how fostering a culture of belonging is the key to increasing job satisfaction, job performance, and an individual's desire to stay with their employer. While employees leave for various

reasons, the "Great Resignation" has revealed that a lack of belonging is one of the top drivers of high quit rates. Cultivating a sense of connection is crucial for individuals from historically excluded groups, who often report feeling undervalued, exhausted, and unsafe at work. This presentation will explore the benefits of belonging to boost retention and actionable steps for creating a culture where people want to stay. You will leave with valuable insights, real-world advice, and practical tips and takeaways to implement.

Dr. Elisa Glick (she/her) is a diversity, equity, and inclusion (DEI) consultant, researcher, and award-winning educator with over 20 years experience in higher education. As the Founder and President of Elisa Glick Consulting, she works with leaders to create empowering, collaborative, and inclusive environments so that all employees can thrive. Elisa is Associate Professor Emerita of English and Women's and Gender Studies at the University of Missouri, where she founded the Faculty Institute for Inclusive Teaching.

Celebrate the day with us

Sponsored by GableGotwals



Happy Hour Reception | 5:00 - 6:00pm

📍 Tulsa Tech

Unwind, connect, and celebrate at the ROI Summit 2023 Happy Hour Reception! After a day of inspiration and learning, join us for a relaxed evening of networking and camaraderie. Share insights, forge new connections, and continue the conversations sparked during the summit. Let's toast to progress and creating stronger cultures of belonging – together!

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BOOKS & COFFEE

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/SYLLABUS/

Presented for Return on Inclusion Summit

ABOUT THE SYLLABUS

NECESSARY, BUT NOT SUFFICIENT

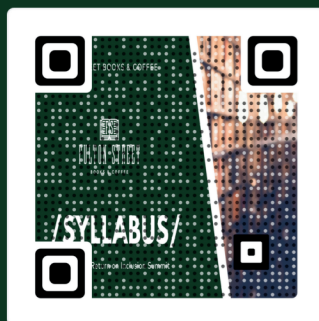
At Fulton Street, we approach this work grounded in the belief that literacy is a tool for liberation. While we are solid book lovers, avid documentary watchers, and serious podcast listeners, we know that increasing our individual and collective understanding through the written and spoken word is necessary, but not at all sufficient to make long-lasting and meaningful change.

Our hope in curating this syllabus is that it may serve as a starting point and guide.

Someone once said that the greatest teachers are those who tell you where to look but don't tell you what to see. So, in this guide, we simply invite you to look at a few things we have picked out just for you.

We wish you well on your journey to creating a sense of belonging in the workplace.

SCAN THE QR CODE TO DOWNLOAD YOUR COPY OF THE ROI SYLLABUS, CURATED BY FULTON STREET BOOKS & COFFEE



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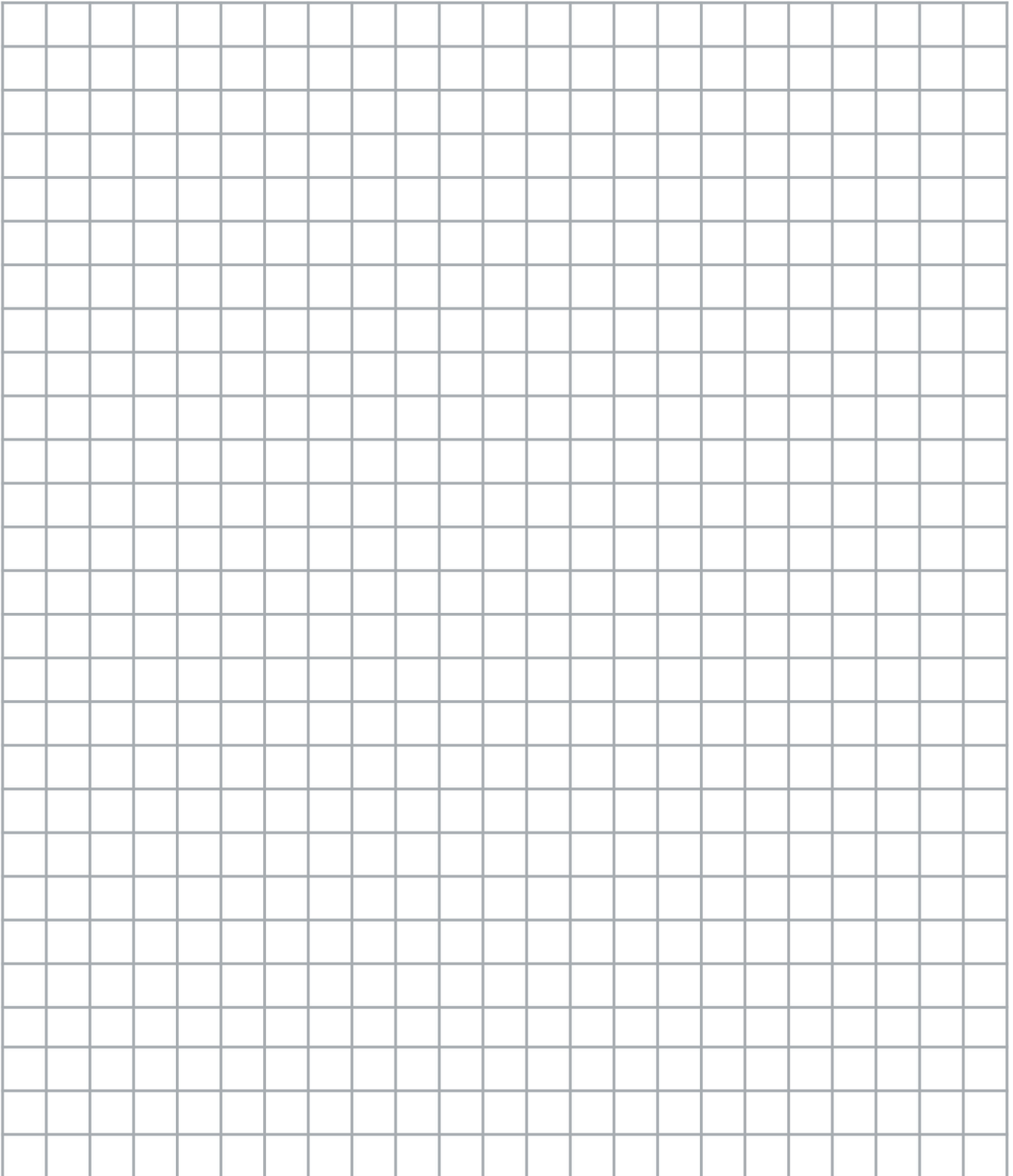
SHOP THIS SYLLABUS IN-PERSON
Visit our pop-up book store in training room 8 between sessions



A large grid of small dots for taking notes, arranged in 25 rows and 25 columns.

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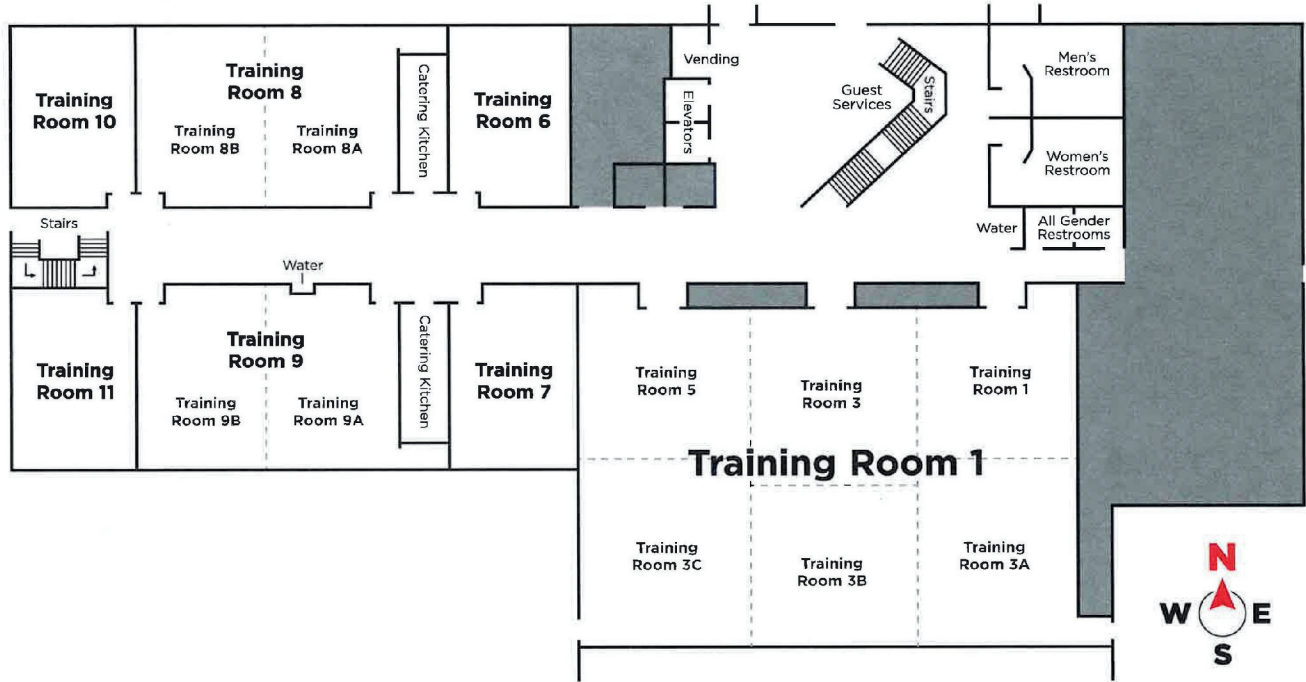


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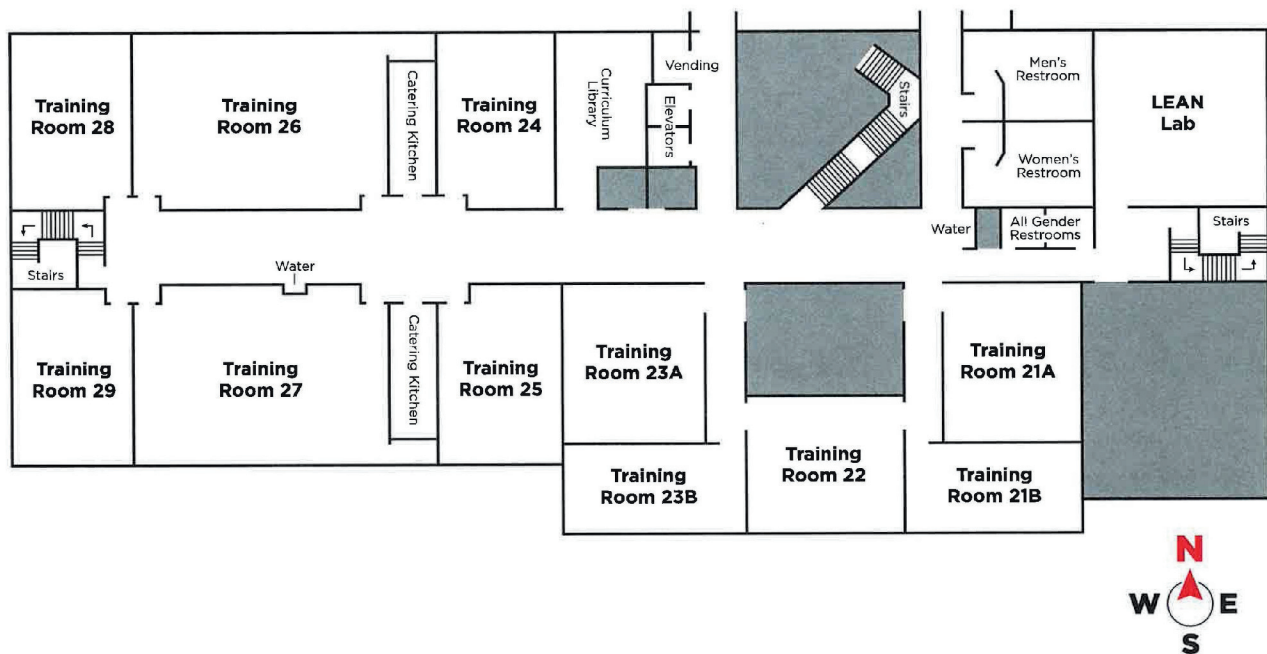
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Tulsa Technology Center Facility Map

First Floor



Second Floor



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