



2021 ROI Summit

Talent Rising

Date: February 24, 2021*

Location: Virtual

**Second day held either February 23 or 25 pending keynote confirmation*

Conference Summary

Oklahoma's largest professional diversity and inclusion conference returns in February 2021, convening business, nonprofit and community leaders and professionals to educate and empower on the powerful return made when we invest in people. ROI works to reinforce the business case for diversity and inclusion across all lines of difference.

The conference is hosted biennially in Tulsa, OK, where in 2021, the community will commemorate, memorialize and remember the centennial of the Tulsa Race Massacre.

What is the Tulsa Race Massacre? The massacre took place on May 31 and June 1, 1921, when mobs of white residents, many of them deputized and given weapons by city officials, attacked black residents and businesses of the Greenwood District in Tulsa, Oklahoma in what is known as the single worst incident of racial violence in American history. The attack destroyed more than 35 square blocks of the district known as *Black Wall Street*, the wealthiest black community in the United States.

Nearly one hundred years later, Tulsa is still grappling with the harmful impact of years of silence, cover-ups and inaction but the city is turning its pain into purpose. The [1921 Tulsa Race Massacre Centennial Commission](#) will leverage the rich history surrounding the massacre by facilitating actions, activities, and events that commemorate and educate all citizens, including the building of the Greenwood Rising Black Wall Street History Center. Marking this milestone year, the city will unite to bring people together around racial healing. We are proud to collaborate and support this effort.

As we look to host the next ROI Summit, we acknowledge the importance of this commemoration and recognize that this moment in time can frame our opportunity to learn and grow across differences together. The centennial shapes our understanding of the systemic challenges facing individuals and pushes us to disrupt the status quo in our communities, workplaces, companies and businesses.

Return on Inclusion: Talent Rising presents an opportunity for organizations to examine their role in perpetuating practices that lead to a lack of belonging for their people across lines of difference. When we think of our role in advancing DEI work, we ask:

- What does equity look like in organizations?
- How do I advance racial, social, and psychological safety as a leader?
- How can I personally contribute to building a more welcoming environment where everybody feels they belong?

Speaker Representation Goals

- 50% BIPOC representation
- 50% female representation
- 50% of breakout speakers represent corporate/industry
- Two (2) centennial focused breakout sessions
- One (1) final workshopping session that includes action planning and individuals leaving with commitments from the summit

Facilitator and Speaker Compensation

All speakers will be paid an honorarium for their time and contributions. Our summit is virtual and will not require any travel.

Application Deadline and Selection

All proposals for breakout sessions and topics will be solicited and accepted via online form submission. Please complete the form available [here](#). Speakers are permitted to submit up to three topics for consideration.

A volunteer committee will assess sessions based on applicability to the theme as described above, your experience, uniqueness of topic, effectiveness of outcomes for our attendees and ability to engage in a virtual space.

Applications are due by end of day December 14, 2020 and all applicants will be notified by January 4, 2020 of final selections. In the meantime, please hold the dates on your calendar to ensure participation availability.

Questions? Please contact Denise Reid, denise@denisereid.com, speaker chair for the ROI committee.