

2024

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THE WASHINGTON STATE  
**CONSTRUCTION**  
— CENTER of EXCELLENCE —

# DIVERSITY & INCLUSION SUMMIT

NOV 21  
7am-3pm



“  
**OPPORTUNITY  
MATTERS**  
”



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Washington State  
Department of Transportation



# Agenda

7:00-8:00	<b>Registration / Breakfast / Networking</b>
8:00-8:05	<b>Welcome:</b> Liliana Paredes, Chief Programs Officer, ANEW
8:05-8:15	<b>Mistress of Ceremonies:</b> Zenovia Harris, Zenovia Harris Consulting
8:15-9:00	<b>Respectful Workplace Initiative – Workplace Climate Scale</b> Presented by Emily Huang, PH.D and Erin Flynn, PH.D, – Oregon Institute of Occupational Health Sciences  Creating a culture of respect and prioritizing psychological safety in the workplace is foundational for attracting and retaining a diverse and thriving workforce. In this workshop, you'll be introduced to the Respectful Workplace Initiative, a multi-pronged effort lead by the Oregon Institute of Occupational Health Sciences. This initiative is designed to equip the construction industry with tools and training aligned with the Total Worker Health approach to promote respectful workplaces.
9:00-9:45	<b>Workplace Climate Scale - Tabletop Discussion</b> Facilitated by Emily Huang, PH.D and Erin Flynn, PH.D
9:50-11:00	<b>Mentorship – A Two-Way Street to Empowerment</b> Moderated by Karen Lawton, Superintendent, Turner Construction  In the demanding construction industry, mentorship plays a pivotal role in fostering growth, knowledge transfer and empowerment. This panel will explore how mentorship is created, how to foster leadership skills and technical expertise to promote diversity. Effective mentorship programs can bridge gaps and move careers forward.  <b>PANELISTS:</b> <b>JOVAN JOHNSON</b> Representative Local 1977 - Western States Carpenters Council <b>PATI RAMIREZ</b> Journeyperson -Sheet Metal Local 66 <b>ALIANA DIAZ</b> Apprentice - Elevator Constructors Local 19 <b>SHARNAE ST. CLAIR</b> Advanced Manufacturing Instructor <b>CYNTHIA GRANT</b> Journeyperson Painter, Labor Representative, IUPAT DC 5

**11:00-12:00  
LUNCH**

## **Honoring our Industry Awards Recipients**

### **Women in Leadership**

Jessica Duncan, Ironworker Local 86 Foreman, Skanska

### **Rising Star**

Vianeth Villasenor, Cement Mason Local 528 Journeyperson, Jansen

### **Agent of Change**

Aileen Sunde, Community and Employee Advocate,  
Andersen Construction

### **Diversity & Inclusion Accelerator**

Josiah Mooi, Skanska

**12:00-1:30**

## **Navigating Critical Conversations**

Dr. Stephanie Delaney, Vice President of Instruction, Renton Technical College and Zachary Florent, U.S. EOC

Have you ever found a piece of salad stuck in your teeth and wondered why no one bothered to tell you about it? Have you ever wrestled with yourself about giving someone feedback because you worried about how they would feel or take it as intended?

- We will equip you with tools to help you address stressful situations earlier, when problems tend to be easier to manage, and to
- Provide you strategies for protecting yourself from harassment and discrimination, including tips on how to document what's happening and how to file a complaint.

**1:30-3:00**

## **Building Stronger Foundations**

Moderated by Marianna Hyke, Political Coordinator, Western States Regional Council of Carpenters

A panel discussion with options aimed to highlight and empower the different routes workers can take when there are issues on a jobsite and/or workplace, with a focus on respectful workplaces, fair employment and treatment on the job.

### **PANELISTS:**

**EMMANUEL FLORES**  
Washington State  
Labor Council  
AFL-CIO

**CARL HUGLE**  
Port of  
Seattle

**JEANETTE ARANDA**  
Enforcement  
Strategist - Seattle  
Office of Labor  
Standards

**JANE MOUNSEY**  
Constructive HR  
Strategies

**JOCELYN SAMUELS**  
Vice Chair of  
the Equal Employment  
Opportunity Commission