

2024



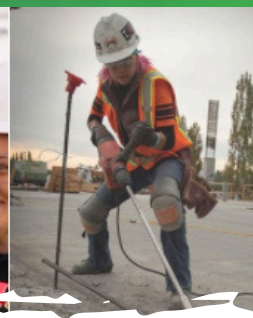
ANEW

BUILDING PEOPLE, BUILDING COMMUNITIES.

THE WASHINGTON STATE
CONSTRUCTION
— CENTER of EXCELLENCE —

NOV 21
7am-3pm

DIVERSITY & INCLUSION SUMMIT



“
OPPORTUNITY
MATTERS
”



Thank you Sponsors!

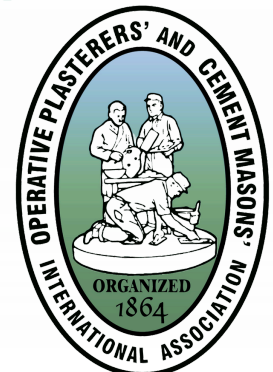


EVENTS PAGE



WE MAKE CLEAN ENERGY HAPPEN®

WASHINGTON
BUILDING TRADES



Department of Natural Resources and Parks
Wastewater Treatment Division

Agenda

7:00-8:00

Registration / Breakfast / Networking

8:00-8:05

Welcome: Liliana Paredes, Chief Programs Officer, ANEW

8:05-8:15

Mistress of Ceremonies: Zenovia Harris, Zenovia Harris Consulting

8:15-9:00

Respectful Workplace Initiative – Workplace Climate Scale

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

Workplace Climate Scale - Tabletop Discussion

Facilitated by Emily Huang, PH.D and Erin Flynn, PH.D

9:50-11:00

Mentorship – A Two-Way Street to Empowerment

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.

PANELISTS:

JOVAN JOHNSON
Representative
Local 1977 -
Western States
Carpenters
Council

PATI RAMIREZ
Journey person
-Sheet Metal
Local 66

ALIANA DIAZ
Apprentice -
Elevator
Constructors
Local 19

SHARNAE ST. CLAIR
Advanced
Manufacturing
Instructor

CYNTHIA GRANT
Journey person
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. EEOC

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