



Diversity Forum Assessment

Journeys to Equity in Public Service

- The 4th Annual Diversity Forum was held at the Civic Center in Holland, Michigan on November 15, 2019. Ottawa County partnered with the City of Holland to create an all-day learning event for the community at large; focusing on public service.
- The 2019 Diversity Forum:
 - 72% increase in attendance
 - 191 first time registrants
 - Over 300 participants attended.
- The morning keynote was delivered by Dr. Mira Krishnan. Mira is an accomplished public speaker, as well as the CEO and co-founder of preQuelist. She has a strong network connection with the LGBTQ community through the Greater Grand Rapids' LGBT Community Center and she provides training on a national platform.



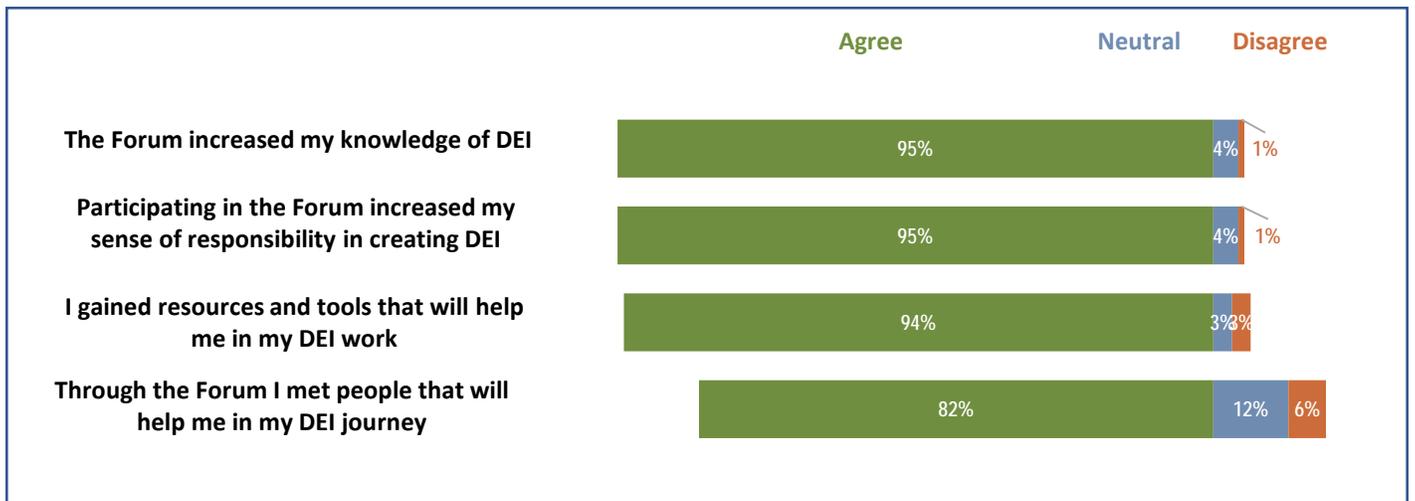
Summit keynote speaker Dr. Mira Krishnan with the Cultural Intelligence Committee from Ottawa County.

- Later in the day, participants attended two out of six available breakout sessions and engaged with an elected officials' panel, as well as diversity practitioners from across the State of Michigan. This allowed attendees to hear about relevant issues and new strategies for diversity, equity and inclusion that more deeply impact their field of work or study.

Attendee Feedback

- Receiving a variety of feedback is important to us as we plan out the Forums for years to come. We collect overall experience as well as how each session throughout the day was communicated to the attendees.
- While it is not easy to accomplish everyone's interpretation of a perfect event, we strive to make the Forum informative and inspiring for all in attendance.

Overall Forum Feedback



- We were pleased the majority of overall responses were immensely positive and showed applicable knowledge. We also found that 95% felt the Diversity Forum increased their individual responsibility to create DEI upon departing the event.



Reyna Masko, the first Excellence in Equity Award recipient.

Keynote Speaker



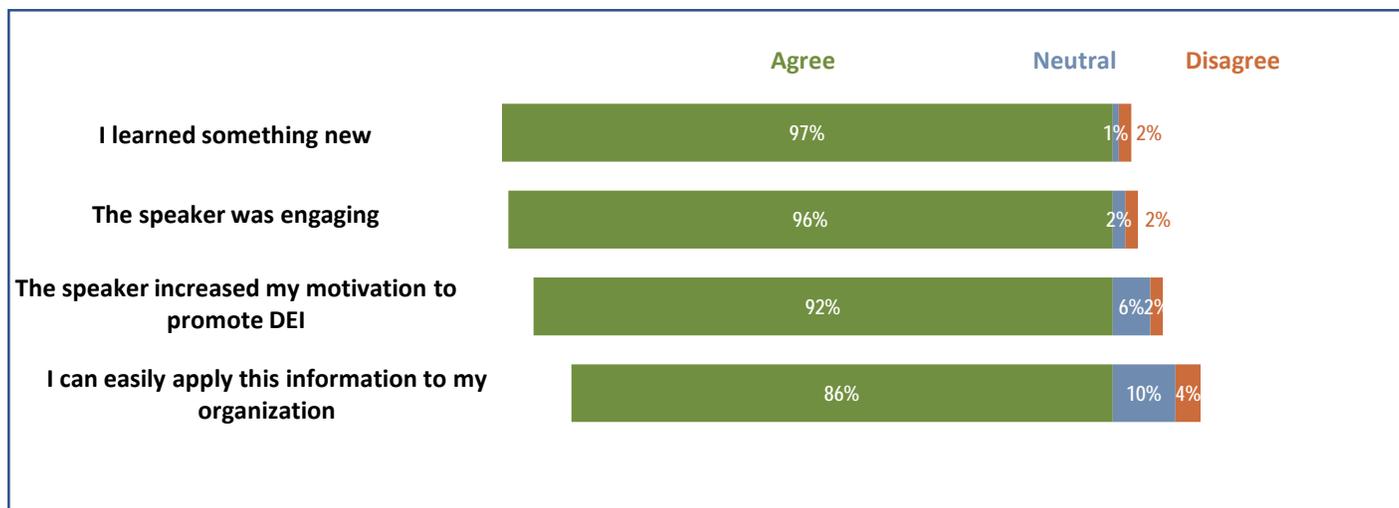
Dr. Mira Krishnan is a board-certified neuropsychologist and consultant. She is the author of a national position paper on serving LGBTQ youth in youth care settings, and she is the president elect of the Society for the Psychology of Sexual Orientation and Gender Diversity within the American Psychological Association. She has been named one of the Trans100, a recognition of influential transgender Americans.



At the 2019 Diversity Forum, Mira addressed the audience in the Holland Civic Center with an incredible keynote which included a well-rounded focus on her background and experience as well as a critical examination of crime against those in the LGBTQ community, gender-based violence, and re-thinking the value equation. She educated and provided resources to self-assess and promote self-advocacy; all the while promoting alliances among community stakeholders.

- While we knew Mira would speak to many, we were unaware of the impact she would leave. Her presentation was followed by a Q&A and was successful in engaging all attendees in furthering their knowledge and resources in the field

Keynote Speaker Feedback



Breakout Session Speakers

- The 2019 Diversity Forum offered six breakout sessions throughout the day; all in diverse categories, of which attendees could choose two options to participate in.
- The six breakout speakers who presented at the 2019 Diversity Forum are listed below.



Stacy Stout is the Director of the Office of Equity & Engagement with the City of Grand Rapids. Stout oversees the City's community engagement, equity, diversity and inclusion strategies. She is a K-Connect board trustee, GRPS Native American Education Program Parent Committee member, and Latina Network of West Michigan board member.



Patti Caudill, Diversity and Inclusion Manager, began working for the City of Grand Rapids in 1993. Her current role is Diversity and Inclusion Manager. Patti manages the Office of Diversity and Inclusion at the City which consists of: workforce, supplier, and community diversity efforts as well as serves as staff to the Community Relations Commission.



Sarah Allen is the Human Resources Manager at Ottawa County where she oversees several aspects of the employee experience including talent acquisition, onboarding, development and recognition. Prior to her career in public service, Sarah worked with several non-profit organizations focused on promoting diversity, inclusion and equity. She received her BA in Sociology and Spanish and is currently pursuing her MPA.



Since 2006, Lisa Stefanovsky has provided leadership for the Ottawa County Department of Public Health as the Administrative Health Officer overseeing programs and services that protect public health, safety and the environment. She holds a Bachelor's Degree in Health Education and Human Nutrition from Northern Michigan University and Master's Degree in Educational Leadership from Grand Valley State University.



Sandra Lake is the Community Health Manager at the Ottawa County Department of Public Health. She received her BSN and MPH from Grand Valley State University. Her commitment to the work of health equity is fueled by both her work experience as a home-visiting public health nurse, and her lived experience.



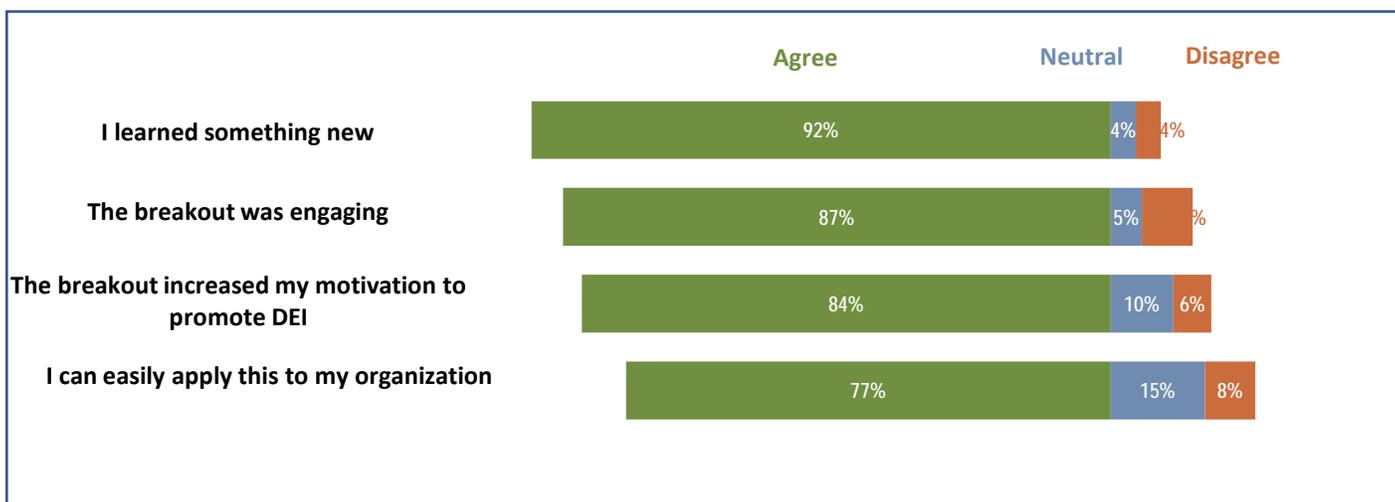
Alfredo Hernandez obtained his bachelor's degree in Liberal Studies and Philosophy at Grand Valley State University. He continued his studies at Western Michigan University where he earned a master's degree in Comparative Religion. Alfredo has worked in the field of equity for many years developing strategies for organizational change. He teaches courses at the College level, and is currently the Equity Officer for the Michigan Department of Civil Rights.

Breakout Session Feedback



- Below is the breakout session attendee feedback. The scores are averaged across all breakout sessions including both the morning and afternoon sessions.

Breakout Session Feedback



Conclusion – Thank You

- This year’s theme, Journey’s to Equity in Public Service, was chosen by Ottawa County’s Cultural Intelligence Committee (CIC) shortly after the new Diversity, Equity and Inclusion Office (DEI) was established; in anticipation for the work to come. The Forum provided a unique opportunity to learn, listen and engage cross collaboratively with each other and with topics of diversity, equity and inclusion that are relevant for our community, leaders and public servants.
- On behalf of Ottawa County, the Ottawa County Cultural Intelligence Committee and the City of Holland, we truly thank each one of you for choosing to spend a day with us. From the many comments received; we look forward to seeing an increased movement and commitment on a journey toward equity.

Attendee Comments

