

## SESSION A: CHOOSE 1 WORKSHOP

Workshops happening concurrently from 11:00 am - 12:30 pm

### LEADERSHIP DEVELOPMENT

☐ **A1. Diversity & Inclusion @ U-M: Creating An Inclusive Workspace**

*Presenters: Jacqueline Bowman, PhD, Staff Ombuds; Tina Jordan, U-M Business & Finance; and Michael Herrington, MEd, Michigan Medicine Human Resources*

U-M staff play an integral role in reducing workplace conflict as well as improving climate and culture. This panel of diversity leaders and trainers will discuss strategies that employees can utilize on a daily basis to feel empowered to support a more inclusive office climate.

☐ **A2. Strategies for Creating an Inclusive Organization**

*Presenter: Veretta Nix, MA, Total Talents LLC*

Positive business results require that teams collaborate in building inclusive organization cultures. This work is meaningful, but if it were easy, all companies would be successful. Whether leading yourself or others, come take the challenge to map a DEI strategy for yourself or your organization.

### CAREER DEVELOPMENT

☐ **A3. What's Your Superpower? Find It!**

*Presenter: Kimika Garrett, SPHR, Organizational Kimistry*

Every person has a Superpower but many of us do not have a clue what it is...much less how to utilize it. During this session, participants will take part in evaluative activities to help identify what their potential superpower could be. Attendees will leave with an action plan to develop and nurture their superpower.

☐ **A4. If Only I Had More . . .**

*Presenter: Mark Saine, MA, TIAA*

How often have you heard (or even thought), "We can't do anything else without more money, support, time..."? The reality is that while we probably will not ever have the abundance of resources that we desire, we still can do amazing things. This session explores how constraints like lack of budget might be a good thing and can spark creativity.

☐ **A5. Belongingness & Identity in the Workplace**

*Presenter: Gloryvee Fonseca-Bolorin, MA, CEW+*

Seeking to move the DEI conversation forward, the presenter will discuss sense of belonging and the role of identity (particularly for women of color) as critical components in cultivating a more inclusive work environment at U-M. The discussion will also focus on what it means for women of color to feel valued, accepted and appreciated in their workplaces. We will focus on highlighting what it means for women of color to feel valued, accepted and appreciated in their workplaces and the role of identity.

☐ **A6. Navigating Your Personal and Professional Success Using Positive Deviance**

*Presenter: Cassandra Harvey, Exodus Consulting*

This session will incorporate the concept of positive deviance (positive disruption) to identify, address, and overcome common workplace barriers. Participants will share tips and observations that will encourage women to initiate inclusion opportunities within their professional workspaces and to advocate for the success of each other.

**FINANCIAL EDUCATION**

☐ **A7. Charting Your Course: A Financial Guide for Women**

*Presenter: Shar Banks, MBA, ChFC®, CFP®, TIAA*

Your money should not sit around doing nothing - and at this workshop, you will not either. Learn how to figure out where you want to be financially and how you are going to get there. Feel free to bring your monthly budget to work your real-world numbers.

**PERSONAL DEVELOPMENT**

☐ **A8. Finding Your Center: Staying Grounded While Navigating Decisions**

*Presenter: Morgan Hull, MSW & Doreen Murasky, LMSW, CEW+*

This interactive workshop is created to dedicate a space for you to hit 'pause' and find your center. Attendees will leave equipped with tools and resources to help reduce stress by staying grounded while navigating the many decisions of life.

☐ **A9. "To Be or Not To Be" A Person of Color? Acting In Y/Our Own Best Interests**

*Presenter: Patricia Coleman-Burns, PhD, University of Michigan School of Nursing and Department of Afroamerican and African Studies (DAAS)*

Who are "people of color"? In the era of #MeToo, #Black Lives Matter, #TimesUp, etc., does it matter? All are welcome to this workshop that explores: a) how are these terms defined & by whom; b) if there are advantages, challenges & barriers for so being identified; c) what does acting in one's own best interests look like; and, d) what kind of spaces and leadership are required to engage in discussions around these topics and issues in the workplace.

☐ **A10. Workplace Wellness: Tips for Managing Stress**

*Presenter: Colleen Greene, MHealthy*

This workshop will teach participants specific techniques on being well at work. Included are some easy, basic physical movements and mental and emotional health techniques (such as stress management, etc.).

## **SESSION B: CHOOSE 1 WORKSHOP**

*Workshops happening concurrently from 2:00pm - 3:30 pm*

### **LEADERSHIP DEVELOPMENT**

#### ☐ **B1. The Multigenerational Workplace**

*Presenter: Denise Williams, PhD, Michigan Medicine Human Resources*

In this lively, interactive session, attendees will explore the difference between generations and discuss how biases and stereotypes impact the way we interact in the office. The discussion will also cover the signs of organizational ageism and how to address it in order to create more inclusive workplaces.

#### ☐ **B2. What World Travel Can Teach You About Inclusion**

*Presenter: Deborah Orlowski, PhD, Dahlia Workshops & Keynotes*

Using a trip to Mongolia, Asia as the platform, this interactive workshop will help identify what our brains tell us about inclusion, how we naturally react to difference, and the everyday practices we can use to assist us in being more inclusive in our daily lives.

#### ☐ **B3. Embracing Positive Organizational Change Through Diversity**

*Presenter: Tina Marie Wohfield, TIMAWO*

Every organization needs those who embrace tradition, culture, and stability (penguins) and those persons who thrive on change, innovation, ideas and alternative solutions to how we've always done it (peacocks). This diversity of ideas helps foster collaboration which often results in enhancing traditions, not erasing them. In this session, the presenter will share how organizations can challenge the way the human resources function can promote diversity and inclusion in all areas.

### **CAREER DEVELOPMENT**

#### ☐ **B4. Mentoring and Coaching 101**

*Whitney Williams, MSW, U-M Medical School Faculty Development*

This timely session will review the concepts of mentoring and coaching. The presenter will explain the difference between them, highlight the different types of mentoring phases in the mentoring relationship, and provide tools to help participants identify when to seek out a mentor versus a coach. Attendees will practice developing powerful questions for informational interviews, and learn strategies to expand their professional networks.

#### ☐ **B5. Clarifying Questions That High Achieving Women Should Ask Themselves**

*Presenter: Raquel Robinson, Making a Change LLC*

A strong work ethic, persistence and competence have been bridges to success for many women. But, maintaining focus and properly allocating valuable resources like time and money are critical for maintaining balance and promoting continued personal and professional growth. This workshop

provides participants with 10 clarifying questions and self-coaching strategies to promote self-reflection and continued personal performance improvement. Sometimes the right answers only emerge when you ask the right questions.

☐ **B6. Taking Charge of Your Career**

*Presenter: Darrell Washington and Linda Dabrowski, U-M University Human Resources*

Interested in taking control of your professional development? Attend this session to learn about the various resources available to support advancement including personal branding and managing your career. Prepare to engage in some hands-on exercises as you learn how best to manage your career and development.

☐ **B7. Your Career, Your Choice**

*Presenter: Lee Meadows, PhD, Walsh College*

This presentation will focus on how to develop your professional career and create a progressive path to success, recognizing that self-management is critical to career development.

**FINANCIAL EDUCATION**

☐ **B8. Will, Trusts, Health Care, and Medicaid: What Do I Do?**

*Presenter: Terrence G. Quinn, JD, The TGQ Law Firm*

This workshop uses an upbeat and interactive approach to dispel myths and answer common questions about wills, trusts, and Medicaid/long term care. Real issues. Real answers. Real talk!

☐ **B9. Understanding Your Health Insurance Options**

*Presenter: Betsy Cliff, U-M School of Public Health*

Confused about co-payments? Dumbfounded by deductibles? This session will outline the nuts and bolts of health insurance plans so that you can pick the best one to cover your health needs. The medical billing process and eligibility criteria for government health insurance programs, including Medicare and Medicaid, will also be reviewed.

**PERSONAL DEVELOPMENT**

☐ **B10. Personal Self Defense and Conflict Management**

*Presenters: Candace Dorsey & Gary Hicks, Department of Public Safety & Security (DPSS)*

This self-defense workshop takes a holistic approach to self-protection, emphasizing awareness and assertiveness skills as well as physical and verbal strategies to counter violence. The goal is to leave you better equipped to deal with everything from harassment or potentially violent people to sexual assault.

## **SESSION C: MICHIGAN LEAGUE BALLROOM**

*Open to all from 3:30pm – 5:00 pm*

### ☐ **C1. Line Dancing for Fitness**

*Presenters: Sherry Hawkins and Toiya Adams, Dance with Elegance Health & Fitness Studio*

The dance workshop will consist of line dance, a choreographed dance with a repeated sequence of steps in which a group of people dance in one or more lines or rows, all facing either each other or in the same direction, and executing the steps at the same time. In addition, learn basic steps to Urban Ballroom, the steps that are needed before dancing with a partner.

## **CHOOSE 1 LUNCH SELECTION**

- ☐ Savory Chicken Breast w/ gravy
- ☐ Honey Glazed Salmon (dairy free)
- ☐ Quinoa with Roasted Vegetables (gluten free & vegan)