

SAINT PAUL AREA  
CHAMBER OF COMMERCE

# EQUITY SUMMIT

PRESENTED BY WELLS FARGO



November 8, 2018

7:30 AM - 1:00 PM

InterContinental Saint Paul Riverfront

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## SCHEDULE

7:30 AM - Registration & Networking  
8:00 AM - Opening Session  
8:15 AM - Panel Discussion: Speaking Authentically  
9:00 AM - Table Talk Discussion  
9:30 AM - Presenter Talks: Being Heard  
10:30 AM - 15-Minute Break  
10:45 AM - Breakout Sessions (see pages 8-9 for details)  
12:00 PM - Lunch (Community Table Style)  
1:00 PM - Summit Concludes

## CONNECT WITH OTHERS

Include us in your social media posts today using **#SPACCEquity** and stay in touch throughout the year.



Saint Paul Area Chamber of Commerce



@saintpaulchamber



@SPACC



Saint Paul Area Chamber of Commerce  
Join SPACC Equity Group on LinkedIn

## THANK YOU SUPPORTERS!

**Thank you to our Partners who helped shape the program.**

Amherst H. Wilder Foundation

Twin Cities Diversity & Inclusion  
Roundtable Network

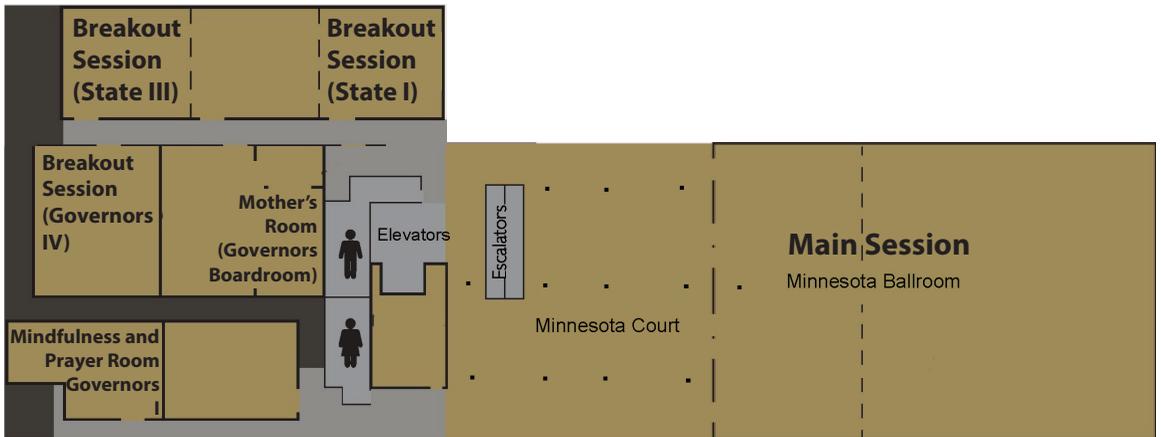
**Thank you to our Table Captain Leaders who invited others to join them.**

Dellwood Gardens Assisted Living  
HealthEast Care System  
HealthPartners  
McGough  
Minnesota United FC

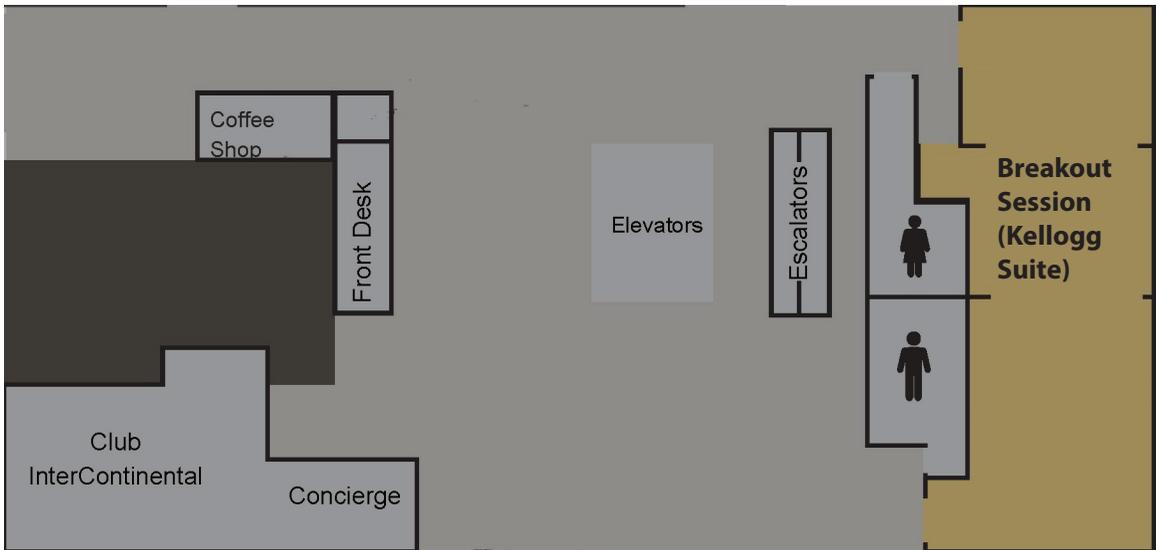
PAK Properties  
Sanneh Foundation  
Securian Financial  
St. Paul Saints  
Vogel Mechanical

# VENUE MAP

## Lower Level Meeting Spaces



## Lobby Level Meeting Spaces



## WELCOME

Welcome to the Equity Summit presented by Wells Fargo! We hope you are ready for this fast-paced, energetic and interactive program! Today you will walk away with diversity, equity, and inclusion best practices you can shape into your own personal action plan to drive growth and expansion in our workplaces and throughout our region.

## NOTE FROM SPACC PRESIDENT/CEO AND BOARD CHAIR

The Saint Paul Area Chamber of Commerce welcomes you to this inaugural summit! Change happens when we make a commitment, take a step of faith, and then trust the process. Thank you for your commitment and step of faith today; we invite you into the process moving forward. Indeed, through this work we embrace our individual and collective **power** to drive change, imagine the **possibilities** to create a stronger, more vibrant future for all, and make the **personal investment** to dig deep and stand firm in our commitment to equity as a best practice and standard for good business.

This is not a one-time experience, it is a call to action and an opportunity to leverage our diversity as an asset, create an inclusive environment where all are welcome, and make space and ensure advancement of all so we all succeed. As a community of leaders committed to equity and the collective strength of our voices, we are stronger together.

Enjoy the day and thank you for your leadership!



B Kyle  
President/CEO



Tom Whaley  
Board Chair

## INSTRUCTIONS FOR VOICEHIVE

During the sessions, we will ask you to respond to the content you are hearing using VoiceHive. To use: Go to [equitysummit18.com](https://equitysummit18.com) and follow the prompts from the stage.

## MODERATORS AND SPEAKERS

MayKao Hang, President and CEO, Amherst H. Wilder Foundation  
Damon Shoholm, Director, James P. Shannon Leadership Institute, Amherst H. Wilder Foundation  
Duchesne Drew, Community Network Vice President, Bush Foundation  
Mayor Melvin Carter, City of Saint Paul



## MAIN STAGE

### Panel Discussion: Speaking Authentically



As president and CEO of the Science Museum of Minnesota, **Alison Rempel Brown** leads an organization that is firmly committed to science education and equity at a time in our history when investment in science is threatened. Under Brown's leadership, the Science Museum has adopted a new strategic plan designed to transform the organization into a resource that captures the power and talent of all people – especially women and people of color – so they see themselves as scientists.



**Kate Mortenson** is a civic-engaged, community impact leader, experienced in strategy and implementation for complex initiatives. After serving as Bid Director, Kate was named President and CEO of the 2019 Minneapolis Final Four™ Local Organizing Committee, responsible to execute all aspects of the NCAA™ Men's Basketball Championship in 2019. Kate serves on several non-profit boards, including Minnesota Public Radio, Mortenson Family Foundation, and The Greater Twin Cities United Way, where she Co-chaired the 2015 Centennial year "100,000 Volunteers for Good" initiative.



**Charles A. Zelle** was appointed Commissioner of the Minnesota Department of Transportation on December 15, 2012 by Minnesota Governor Mark Dayton. Zelle's current community and civic activities include: Executive Committee of the Transportation Research Board, Chair of the Board of the Camargo Foundation, Working Group of the Itasca Project, Board of Directors of the Guthrie Theater, Executive Committee of the University of Minnesota Center for Transportation Studies, Board of Directors Executive Committee of the American Association of State Highway and Transportation Officials (Chair of the Public Transportation Committee).

## MAIN STAGE

### Presenter Talks: Being Heard

**Joe Nayquonabe, Jr.** is an American Indian business professional that has spent his career re-imagining and reinventing how American Indian tribal economies grow and prosper. He spent over a decade as a marketing executive growing the Grand Casino brand before ascending to CEO of the Mille Lacs Band's Corporate Commission where he created several companies including Mille Lacs Corporate Ventures. In addition to his work, Nayquonabe serves on the National Diversity Advisory Board for the University of Minnesota, the American Indian Advisory Board for St. Cloud State University, the American Red Cross Minneapolis Region, Visit St. Paul, Friends of Como Zoo, the Initiative Foundation, and the Minnesota Historical Society.



**Ravi Norman** serves as CEO of Minneapolis-based THOR Companies, providing strategic leadership to the THOR family of subsidiaries: THOR Development, THOR Design Plus, THOR Construction, and THOR Consulting. Under Ravi's leadership, THOR Companies has positioned itself to serve as a strategic real estate and construction partner. Ravi emphasizes that THOR, as one of the nation's largest black-owned private companies, brings a unique capacity in understanding emerging communities, diversity and social inclusion for clients.



**Bethany Iverson** is fiercely passionate about creating a more just, equitable world. Last fall Bethany abandoned her cushy career as an advertising executive to pursue the dream of The Coven and with it, the unknown. Her transition from Boss to Business Owner has been equal parts exhilarating and terrifying, but above all she is inspired by her three business partners and the not yet written stories of multitudes of women who will launch their own dreams from The Coven.



**Alex West Steinman** is a Swiss Army Knife who knows how to raise humans and build Public Relations strategies for businesses, politicians, startups, and non-profits. She gets joy from telling stories that need to be told from traditionally unheard voices. The co-founder of The Coven, a community and work space for women and non-binary folks, Alex is dedicated to the empowerment and advancement of women in the Twin Cities.



## **BREAKOUT SESSIONS**

### **Lead with a Multicultural Lens - Kellogg Suite**

*Taking a critical approach to understanding self, others, and how these realities influence the way we lead diversity, inclusion, and equity change in our organizations.*

#### **Colette Campbell, SVP/Director of Talent Acquisition, Diversity & Inclusion, Bremer Bank**

Colette has served as faculty in the disciplines of Business, Human Resources and Human Development and was also the principle of a consulting firm for over fifteen years. Colette was raised in Canada by Jamaican-born parents, and has worked for extended periods of time in Asia and Central America. She values finding strengths within the difference of people, and leveraging them to achieve remarkable outcomes.

#### **Dr. Ramon A. Pastrano IV, President-CEO, ImpactLives Inc.**

Dr. Pastrano is an architect of system change and human transformation. He founded ImpactLives in 2007 as a center for cultural competence, and as a laboratory for social responsibility and innovation. Through awareness-based leadership and critical thinking, his model is designed to assist individuals and organizations in developing new frameworks to solve their most challenging problems.

### **Increase Business with Diverse Suppliers - Governors IV**

*Diverse suppliers bring solutions and innovation. How do partners grow your business?*

#### **James Burroughs, Chief Diversity Officer, State of Minnesota (Moderator)**

James was appointed by Governor Mark Dayton in April 2016 to serve as Minnesota's first-ever Chief Inclusion Officer. James is responsible for leading the Dayton Administration's efforts to increase the percentage of jobs held by people of color across state government, and expanding economic opportunity for people with disabilities and others who are underrepresented within the state's workforce and procurement systems.

#### **Alice Roberts-Davis, Assistant Commissioner, State of Minnesota**

Alice is responsible for the state's real estate and construction functions, as well as its \$2.5 billion in annual procurement including the Office of Equity in Procurement and the Procurement Technical Assistance Center. These offices are focused on creating opportunities for businesses, particularly small businesses owned by women, minorities, veterans, and persons with disabilities.

#### **Edgardo E. Rodriguez, Business Consultant, Metropolitan Economic Development Association**

Edgardo was born and raised in Puerto Rico. He has over 45 years of domestic and international experience including organization and cultural change, business turnaround, systems development, acquisitions and divestitures, investment community relations, and human resources.

#### **Jarrold Sheets, Business Initiatives Consultant, Supplier Diversity, Wells Fargo**

Jarrold's responsibilities include partnering with supplier development organizations and non-profits supporting diverse supplier inclusion and leading signature supplier diversity engagements.

## **BREAKOUT SESSIONS**

### **Attract, Hire and Promote a Diverse Workforce - State I**

*The future requires a diverse and inclusive workforce. How will we get there?*

#### **Ann M. Anaya, Esq., Chief Diversity Officer, Global Diversity and Inclusion Strategic Lead, 3M**

Ann started her career at 3M in Legal Affairs Compliance and Business Conduct group where she served clients as Counsel for Investigation. Subsequently, she moved into the Legal Affairs Litigation and Preventive Law group where she was a litigation manager. Throughout her career at 3M, Ann has served on the Legal Affairs Diversity and Inclusion Committee, including as Co-Chair of the Maturity Model and Metrics Subcommittee.

#### **Veena A. Iyer, Shareholder, Attorney Labor and Employment, Nilan Johnson Lewis**

Veena counsels and represents employers in all areas of employment law, with a special emphasis on preemployment screening, EEO training and compliance, and disability and religious accommodations. She particularly enjoys learning about her clients' missions, helping them understand their legal obligations, and brainstorming creative and cost-effective solutions that are legally compliant and move the mission forward. Veena is a leader on diversity & inclusion efforts at her firm and in the legal community.

### **Effectively Build an Inclusive Workplace - State III**

*What are the greatest opportunities to build an inclusive culture?*

*Place - People - Perceptions*

#### **Shamayne Braman, Director, Diversity & Inclusion, HealthPartners**

Shamayne is responsible for the organizational development and change management initiatives necessary to execute and sustain the organization's Diversity and Inclusion strategic priorities. Her work focuses on building relationships and breaking down barriers to create a culture where every colleague, patient, and member feels welcomed, included, and valued.

#### **Philomena Satre, Director of Diversity & Inclusion and Strategic Partnerships, Land O'Lakes**

Philomena joined Land O'Lakes in June 2017, bringing more than 30 years of human resource experience in diversity and inclusion, community relations, work life and wellbeing. Before joining Land O'Lakes, she worked at Wells Fargo & Company. Her previous roles included VP of Organizational Effectiveness Development, Diversity and Inclusion; Community Outreach Consultant; and Senior HR Consultant.

#### **Nadege Souvenir, Associate Vice President of Community Impact, Saint Paul & Minnesota Foundations**

Nadege leads the Community Impact team's learning and effectiveness efforts, which include East Metro Pulse, a community vitality survey and report of life in Dakota, Ramsey and Washington Counties. Nadege also leads the Foundations' Truth, Racial Healing and Transformation efforts around racial narrative change. She also oversees the day-to-day operations of the Community Impact team. Formerly Nadege was an attorney at Dorsey & Whitney LLP and Madison LLP.

## NOTES

## CALL TO ACTION

By leading together we are able to do the thing we can't do alone.  
Let's be a community "all in" together to advance equity as the standard for  
how we do business!

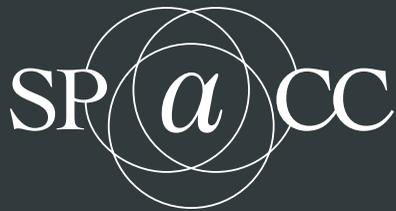
- Continue the action and share your activities using **#SPACCEquity**
- Commit to reporting back next year with metrics from your organization
- Watch [saintpaulchamber.com](http://saintpaulchamber.com) for more resources to help your organization grow your efforts in diversity, inclusion, and equity
- Attend Saint Paul Area Chamber of Commerce events  
**NEW in 2019** - Equity Series  
Examining equity on a deeper level through conversations, networking and interactive experiences, funded by Bush Foundation
- Stay connected with your equity community by joining the SPACC Equity group on LinkedIn



**If you would like more information to discuss next steps following the Equity Summit, email [channon@saintpaulchamber.com](mailto:channon@saintpaulchamber.com)**

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## MY PERSONAL EQUITY GOAL...



**SAINT PAUL AREA  
CHAMBER OF COMMERCE**