



ICSEW Presents:

2023 Professional Development Conference

Engage: Their Past, Your Present, Our Future

OCTOBER 3-4, 2023

Virtual via Zoom

AGENDA

TUESDAY, OCTOBER 3rd, 2023

TIME	TOPIC	SPEAKER
9:00 - 10:30	Making Right Relations	Michelle Gladstone -Wade/ Lynda Jensen
10:30 - 11:00	Break	
11:00 - 12:00	The Power of the Body & Social Identities on Health and Wellbeing	Patrilie Hernandez
12:00 - 1:00	Break	
1:00 - 2:00	Moving from Machismo to Awareness to Allyship; Supporting Women in the Workplace	Tony Griego
2:00 - 2:30	Break	
2:30 - 4:00	Restoring Wholeness: Healing, Justice, and Wellness	Isaiah Pickens

WEDNESDAY, OCTOBER 4th, 2023

TIME	TOPIC	SPEAKER
9:00 - 10:30	Dear White Woman, Please Come Home	Kimberlee Yolanda Williams
10:30 - 11:00	Break	
11:00 - 12:00	Belonging in the Workplace; What does it mean and why does it matter?	Joanne Lee
12:00 - 1:00	Break	
1:00 - 2:30	The Ongoing Legacy of Weight Stigma	Ragen Chastain
2:30 - 3:00	Break	
3:00 - 4:00	From Washington, DC to Washington State: Women Leading in Government	Grace Yoo

DAY 1

TUESDAY, OCTOBER 3rd, 2023

SESSION 1 | 9:00 - 10:30

Making Right Relations

Michelle Gladstone-Wade | Lynda Jensen

The speakers have collaborated for 15 years and have made transformative changes wherever they've worked. In this presentation, they will share and facilitate reflections about starting, developing, and nurturing powerful and change-making alliances. Reflection topics will include relationality, story sharing, humility, and habits of mind.

Objectives:

- Being an ally – what it can look like and why it's important;
- Relationality – what it is and why it matters;
- Story sharing and yarning ideas together – what it is, how it functions;
- Humility – its central importance and growth with practice;
- Context – how this intersects with humility, story sharing, and relationality;
- Curiosity – how it functions as a powerful tool in alliance building.

NOTES

DAY 1

TUESDAY, OCTOBER 3rd, 2023

SESSION 2 | 11:00 - 12:00

The Power of the Body & Social Identities on Health and Wellbeing

Patrilie Hernandez

During this session, participants will be guided through how bodies are politicized, serving as a source of oppression or a source of power, or both. Using theory and scholarship from some of the world's greatest thought leaders in body politics, participants will hear historical and present-day examples of how societal hierarchies and dichotomies exist to maintain imbalanced power structures, especially in the pursuit of individual and community health. After examining their own social identities, their proximity to power, and how this shapes discourse around what it means to be 'healthy', participants will be given the tools to reclaim this notion of health and be introduced to the paradigm of body liberation. This session is geared toward public health & nutrition professionals or anyone who is struggling to see themselves in mainstream narratives of health and wellbeing.

Objectives:

- Name at least two notable thinkers that helped define how the politicization of the body influences our beliefs about health and wellbeing.
- Deconstruct body beliefs and how they depend on a social identity's proximity to power.
- Describe how social identities can make the pursuit of "health" more accessible or more challenging.
- Identify at least three ways historically marginalized communities can start reclaiming their health and wellbeing.

NOTES

DAY 1

TUESDAY, OCTOBER 3rd, 2023

SESSION 3 | 1:00 - 2:00

Moving from Machismo to Awareness to Allyship; Supporting Women in the Workplace

Tony Griego

Although women have made significant gains in the workplace, they still face thousands of years of cultural and systemic barriers. These barriers are especially steep for women of color as evidenced by stereotypes such as “the angry black woman”, the Latina pay gap, and the “bamboo ceiling” faced by AAPI women leaders. This presentation will highlight some of the challenges and trends women face in the workplace as well as tactics and strategies for Allies to practice to improve recruitment, hold more inclusive meetings, and mentor/sponsor future leaders. By centering intersectionality, the presentation will underscore the additional barriers faced by women and color and ask male allies to consider how our cultures perpetuate harm to all genders. Finally, the presentation will ask attendees to consider how to teach ourselves and future generations of men a new definition of masculinity informed by allyship.

Objectives:

- Historical perspective and awareness of cultural norms and laws and how they currently impact women in the workplace.
- How cultural views on masculinity affect people of color, especially women of color, in the workplace.
- Strategies, skills, and practices to be a better male ally in the workplace and to ourselves as men.

NOTES

DAY 1

TUESDAY, OCTOBER 3rd, 2023

SESSION 4 | 2:30 - 4:00

Restoring Wholeness: Healing, Justice, and Wellness

Isaiah Pickens

The challenges we've all faced over these past few years have illuminated inequities for the first time for some, and further affirmed those inequities for others. This inspiring presentation will provide a foundation of how individual, historical, and intergenerational trauma impacts the way we show up in our most important identities and mental health. This inspiring presentation will provide strategies for supporting individuals and communities transition toward the best version of themselves as we collectively overcome obstacles to social justice and equity. Participants will leave with insight about current events and systems from a psychological perspective and hope for building a more inclusive world, while taking care of mental and emotional wellbeing in the process.

Objectives:

- Learn strategies for healing ourselves, others and systems in times of uncertainty and challenge.
- Gain insights into taking a holistic approach to finding strength and resilience during painful times.
- Discover key emotional intelligence skills to navigate burnout and employ radical healing at the intersection of our most important identities.

NOTES

DAY 2

WENESDAY, OCTOBER 4th, 2023

SESSION 1 | 9:00 - 10:30

Dear White Woman, Please Come Home

Kimberlee Yolanda Williams

How have white supremacist structures driven white women to ignore and harm their sisters of color or people of color in general? Have you experienced cross-racial sister and sibling bonds that haven't quite taken off? Whether you're a white woman or a woman of color, do you wonder if a genuine bond and connection across the white/women of color racial divide is even possible? White women, do you really know how you are perceived, experienced, sometimes merely tolerated, and sometimes even longed for? Come hear how Kimberlee is learning to dig into this work in surprisingly vulnerable and creative ways. While diving into Kimberlee's book, *Dear White Woman, Please Come Home*, together we will explore how to racially diversify our staff, friend groups, how to show up for and with colleagues in ways that disrupt historic patterns, and how to intentionally and thoughtfully be in community with one another. If time allows, as a bonus Kimberlee will share two of her trademarked tools.

Objectives:

- Community and those with lived experience are the pre-eminent experts in their reality.
- How to move beyond harmful self-care and lean in narratives to counter white professional norms in the workplace.
- How to frame the inherent values of community culture.

NOTES

DAY 2

WENESDAY, OCTOBER 4th, 2023

SESSION 2 | 11:00 - 12:00

Belonging in the Workplace; What does it mean and why does it matter?

Joanne Lee

When you think about inclusion in the workplace, does belonging come up? How do you create belonging in the workplace? This interactive session will provide tips and strategies for building a culture of belonging where you and your team can feel safe and bring their full, unique self to work.

Objectives:

- Acquire knowledge of belonging and its contribution.
- Create a culture of belonging.
- Build belonging at every level.

NOTES

DAY 2

WENESDAY, OCTOBER 4th, 2023

SESSION 3 | 1:00 - 2:30

The Ongoing Legacy of Weight Stigma

Ragen Chastain

Weight stigma can impact people of all sizes in every aspect of their lives, from jobs to relationships to healthcare and more, doing the most harm to those of the highest weights and those with intersecting marginalized identities. This presentation will trace the roots of weight stigma, discuss the methods and impacts of weight stigma today, and suggest options for navigating, reducing, and eventually eliminating weight stigma and bias moving forward.

Objectives:

- Examine the origins of weight stigma and bias.
- Identify the intersections of weight stigma and bias with other marginalized identities including race, disability, gender identity, and sexual orientation.
- Describe the types of weight stigma and bias.
- Discuss the impacts of weight stigma and bias.
- Name and employ strategies to navigate, reduce, and eliminate weight stigma and bias.

NOTES

DAY 2

WENESDAY, OCTOBER 4th, 2023

SESSION 4 | 3:00 - 4:00

From Washington, DC to Washington State: Women Leading in Government

Grace Yoo

Tied to my personal career journey working in federal government in Washington, D.C. and transitioning to a leadership role in Washington state, this session will examine past, current, and future trends of women in public service. Given the Women's Commission's work on occupational segregation, fair wages, and childcare, we will also discuss what improvements must be made for government to more fully empower women and benefit from strong female leadership.

Objectives:

- Your voice is important.
- You can enact change by engaging with your government.
- Engaging with your government doesn't have to be difficult or scary.
- A few concrete ways you can ENGAGE with your government today, this week, this month, this year.

NOTES

SPEAKERS

Michelle Gladstone-Wade | Lynda Jensen

Making Right Relations

Michelle Gladstone-Wade joined Commerce in February 2022.



She is honored to serve as the Tribal Liaison and lead Commerce's efforts to develop and strengthen government-to-government relationships. Previously she worked with the Washington State Department of Revenue where she built relationships with Tribes in the area of compact administration. Before

state service, Michelle spent 10 years at a Tribal College in student services, foundation management, with significant contributions as faculty and academic administrator. Her experiences span Tribal economic development, Tribal governance, business administration, and Indigenous research. Michelle earned her BA from Dartmouth College in 2008; she also earned an MBA and a MS in Leadership. Currently, she is working on a PhD with Te Whare Wānanga o Awanuiārangī, located in Whatatāne, New Zealand, with a focus on the intersection of culture, language, organizational development and their impacts on Tribal economic development. Michelle grew up in a Coast Salish family surrounded by traditions old and new. The teachings from her Suquamish Tribe and Shxwhá:y Village lineages have molded her character and values and serve as the foundation of her approach to Tribal engagement. Outside of work, Michelle spends her spare time baking, training for long distance runs, chasing her kids around, and lavishing the family cats with extra attention.



Lynda Jensen joined Commerce in 2022 as a writer and editor. Prior to Commerce, she worked in higher education: 12 years at the same Tribal College as Michelle, and 3 years at Bellingham Technical College. Her experience spans teaching Federal Indian Policy, political

science, history, and English language and literature and managing documents of many kinds. She has been called an ally (co-resistor) by citizens of several tribal nations. She is the daughter of two adoptees; with no biological family anchors, Lynda understands family in an inclusive and expansive way. When not working, Lynda is either gardening, hiking with her beloved and their adorable dog, providing editorial review for Indigenous student dissertations, reading, or quilting.

Patrilie Hernandez

The Power of the Body & Social Identities on Health and Wellbeing



Patrilie Hernandez (they/she) has nearly 15 years of professional experience that has shaped their understanding of health and nutrition not only as individual pursuits but how it all seamlessly intersects with our built environment, equity, and social justice. After

initially working in the restaurant industry in both back and front of the house for over five years, they redirected their love for food to nutrition education, anti-hunger advocacy, and policymaking around food access and food justice. Since then, Patrilie's interest in nutrition has broadened to working to address the other social determinants of health that influence individual and community well-being. Patrilie combines their academic background in culinary arts, anthropology, nonprofit management, and nutrition and works as a consultant, partnering with medical, healthcare, and education providers in integrating weight-inclusive, interdisciplinary, and multi-dimensional strategies that aim to improve the health of historically marginalized populations.

Tony Griego

Moving from Machismo to Awareness to Allyship; Supporting Women in the Workplace



Tony Griego is the DEI Manager at the Office of Administrative Hearings and a board member of the Latino Leadership Network. He has 15 years of experience in public service leading strategic planning, project initiatives, and DEI efforts. Outside of work, Tony loves to spend time in the outdoors hiking, backpacking, and riding horses. He's currently learning how to be a "Rodeo Dad" supporting his son's dreams to become a Black cowboy.

Isaiah Pickens

Restoring Wholeness: Healing, Justice, and Wellness



Dr. Isaiah Pickens is a licensed clinical psychologist, trauma expert, and CEO & founder of iOpening Enterprises (iOE), a professional development company focused on transforming work cultures at the intersection of diversity, equity, and inclusion, and belonging (DEIB) and mental health. Dr. Pickens is a Robert Wood Johnson Foundation Culture of Health Fellow, a former clinical Assistant Professor at NYU, and former Assistant Director at the UCLA-Duke National Center for Child Traumatic Stress. He has been awarded by the American Psychological Association Early Career Achievement Award and the Black Enterprise BE Modern Man award for his contributions to the field of psychology. Dr. Pickens aims to create systemic culture change through unlocking the full potential of individuals and organizations alike--moving the world from happy to healthy through psychological science.

Kimberlee Yolanda Williams

Dear White Women, Please Come Home



Kimberlee is first and foremost a humanist, a deep believer in what is possible when humanity is centered. Her mix of authenticity and raw truth gives permission for those around her to choose progress over perfection and bring their full selves into the room. She is known for finding humor and challenge at just the right moments, and like the best of coaches, leaning in and pushing audiences just enough to believe in the potential she sees. Her approach of connection and compassion is what makes a consultation feel like a conversation with your best friend, a workshop feel like a workout with your favorite trainer, and her presentations feel like a present from your closest confidant.

Joanne Lee

Belonging in the Workplace; What does it mean and why does it matter?



Joanne Lee is a Deputy Assistant Director at the Department of Enterprise Services, Equity and Employee Development Division. She recently held the Leadership Development Learning Design and Delivery Professional position for the State of Washington Department of Enterprise Services. She has over 20 years of experience working in various workforce development roles. She also has experience developing, supporting, maintaining, and expanding professional technical education partnerships to meet industry needs with customized training programs. Joanne has worked with diverse adult learners, providing training and support from one-on-one consultation to large-scale workshops, seminars, and training for various workforce populations. Joanne was Chair at Washington Immigrant Network and a Director of Diversity and Inclusion at Seattle SHRM.

Joanne received her Graduate Certificate in Human Resource Management at the University of Phoenix. She received her Master of Arts in Instructional Technology and a Bachelor of Arts in Education from California State University, San Bernardino. In addition to her passion for building and maintaining relationships with community-based organizations, businesses, and industry, she also works to promote workforce and continuing education partnerships.

She also serves as a member of the Business faculty of the Seattle Colleges.

Ragen Chastain

The Ongoing Legacy of Weight Stigma



Ragen Chastain (she/her) is a speaker, writer, researcher, Board Certified Patient Advocate, multi-certified health and fitness professional, and thought leader in weight science, weight stigma, health, and healthcare. Utilizing her background in research methods and statistics,

Ragen has brought her signature mix of humor and hard facts to healthcare, corporate, conference, and college audiences including Kaiser Permanente, the American Society of Women in Accounting, Amazon, Google, Dartmouth, Cal Tech and the International Conference on Active Aging. Author of the Weight and Healthcare newsletter, co-author of the Health at Every Size Health Sheets, and editor of the anthology The Politics of Size, Ragen is frequently featured as an expert in print, radio, television, and documentary film. In her free time, Ragen is a triathlete and marathoner who holds the Guinness World Record for Heaviest Woman to Complete a Marathon. Ragen now lives in Oregon with her fiancée Julianne and their adorable dogs.

Grace Yoo

From Washington, DC to Washington State: Women Leading in Government



Grace Yoo is the Executive Director of the Washington State Women's Commission, a position to which she was appointed by Governor Inslee on May 22, 2023.

Yoo most recently worked at Starbucks, where she led the company's efforts to reduce the environmental impact of its retail stores. Her team was recognized by President Biden's administration as part of the Federal Buy Clean initiative.

Prior to joining Starbucks, Yoo served as a diplomat with the U.S. Foreign Service, where she covered topics such as human rights and labor issues at American embassies in China, Korea and Germany. In her overseas consular assignments, she advocated for the rights of Americans incarcerated in foreign countries and assisted victims of assault returning home to the United States. Yoo also served in several roles at the U.S. State Department in Washington, D.C., including as an advisor to the U.S. special presidential envoy for climate.

Yoo received a bachelor's degree in East Asian studies from UCLA and a master's degree in international and intercultural communications from American University. She grew up in Edmonds, San Francisco, and Los Angeles.

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The Liquor and Cannabis Board (LCB) recognizes the essential role women play in state government.

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The Women Leaders of the LCB (L to R): Enforcement and Education Division Director Chandra Wax, Finance Division Director and CFO Rachel Swanner, Human Resources Division Director Anita Bingham, agency Deputy Director Toni Hood, Licensing and Regulation Division Director Becky Smith, and LCB ICSEW representative Jasmine Pippin-Timco.



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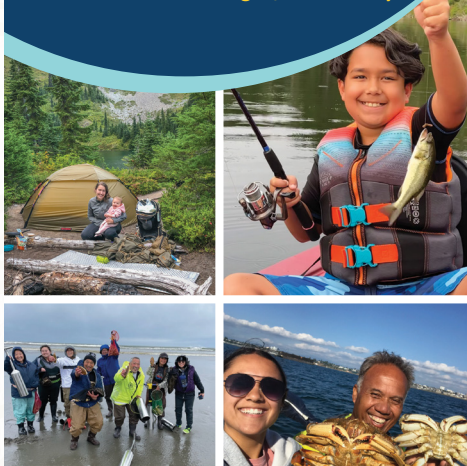


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