



# OD Network Oregon **Race and Racism**

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A PANEL DISCUSSION  
LARRY HOWLETT & MARY COGAN  
FALL 2020



# Facilitator's Agenda

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- **(2) Announcements**
- **(10) Introductions: Larry & Mary, Helen, Heather Luxion (panel facilitator), meeting objectives, goals and context**
- **(25) Introduce Panelists + Facilitated Panel Discussion**
- **(10) Q/A**
- **(~20) Breakout Groups**
- **(~20) Report Breakouts**
- **(5) Closing and Announcements**
- **(90) Total**



# Key Meeting Attendees

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## Panelists

Larry Howlett  
Cue Alexander  
Lillian Tsai

## Facilitator

Heather Luxion

## Zoom DJ

Adam Stockman

## Oregon OD Network Representatives

Helen Spector, President & Member  
Larry Howlett, Member  
Mary Cogan, Member



# Joining and Introductions

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- Greeting as attendees join
- Tell us in a few words in Chat “Why are you attending today?”
- Introduce Larry & Mary, Helen, Facilitator
  - Objectives, our goals – Race and Racism
  - L/M/H – “Why are we passionate about this?”
  - Helen’s input – Geo Floyd, board ownership
- Panel introductions



# Panelist Questions: Race

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- How do you see race?
- How does race appear in your/our community, workplace, etc?
- How does race shape the ways we interact with one another?



# Panelist Questions: Racism

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- How do you see racism?
- How does racism show up in your life (community, workplace)?
- How does racism appear in your/our community, workplace?
- How does racism shape the ways we interact with one another?



# Take Away Next Session

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- As a CoP, how can Oregon ODN take meaningful action against racism?

Insert “Chat” contact to continue conversation



# (Addendum) Racism Questions

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2. How do you think racism shows up in your life (your community, workplace, etc)?
3. How can/do we accurately reflect the experiences of both the perpetrators and victims of racism?
5. How does racism function as a persistent force in the workplace?
4. How can we fight racism so everyone can experience equal access to opportunity and representation?



# (Addendum) Racism Questions

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6. How does/can organizations and the OODN evaluate DEI outcomes (for example, workforce equity strategic plans)?
7. True or False: If EEO/Affirmative Action didn't exist, there wouldn't be any Black or other POC employees or contractors in the Portland metro workplace? [Incite dialogue]
8. How would you assess your DEI readiness and activism along a continuum of stages (Allyship Opposition Social Barometer, Active/Passive Racism Scale, Continuum on Becoming an Anti-Racist Multicultural Institution, Cultural Competence Continuum)?  
[show the readiness/activism continuum]
  - Answer based on your own place on the scale
  - Answer based on your organization of choice

# Larry Howlett

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CLASSROOM, VIRTUAL, AIDS



OD PRACTITIONER  
CHANGE AGENT  
FACILITATOR  
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