



LEAGUE OF
WOMEN VOTERS®
OF THE BAY AREA

DIVERSITY EQUITY INCLUSION

DIVERSITY, EQUITY, AND INCLUSION IN ACTION -

DIVERSITY, EQUITY, AND INCLUSION IN PRACTICE?

BAY AREA LEAGUE DAY 2019

GOOGLE COMMUNITY SPACE
188 EMBARCADERO
SAN FRANCISCO, CA

FEBRUARY 9, 2019





Bay Area League Day 2019

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Bay Area League Day 2019

Diversity, Equity and Inclusion (DEI) in the Bay Area DEI in Action – DEI in Practice?

Morning Events (10:00 am – 12:15 pm)

Opening Remarks

Why Diversity, Equity, & Inclusion is Right for the League of Women Voters

Key Address | Q & A

- **Virginia Kase**, CEO, League of Women Voters of the United States

Leadership Roundtable – A Plan for Action | Q & A

- **Melissa Breach**, Executive Director, League of Women Voters of California
- **Gloria Chun Hoo**, VP, League of Women Voters of CA | Chair, DEI Task Force
- **Virginia Kase**, CEO, League of Women Voters of the United States

Moderator: Madeline Kronenberg, President, League of Women Voters of the Bay Area

Opportunities for Conscious Choices and Policy Changes

Conscious Choices – Understanding & Identifying our Unconscious Bias | Breakout

- **Unconscious Bias at Work — Making the Unconscious Conscious** - 3-Minute Video
- **Laura Eberly**, Director of Social Change, YWCA San Francisco and Marin

Box Lunch/Working Lunch (12:15 – 12:45 pm)

- ❖ This ½ hour working lunch offers you the opportunity to return to your seats, enjoy your lunch and think about what you've heard so far today as well as any insights.
- ❖ We encourage guests to change seats and sit next to someone you don't know - yet!

Afternoon Events (12:45 - 3:00 pm)

Panel: Policy Changes - DEI Doesn't Just Happen | Q & A

- **Fred Blackwell**, CEO, San Francisco Foundation
- **Mary Ann Okpalaugo**, D.E. & I. Manager, Bay Area Air Quality Management District
- **Tammera E. Campbell**, Team Lead, IT Workstation Support Group,
Lawrence Berkeley National Laboratory

Moderator: Hannah Doress, Consultant, Word Out Consulting

Allies, Partners, and Opportunities

Ally Building - What is an Ally? | Breakout

- **Ken Werner**, Diversity, Equity, and Inclusion Director, LWV Bay Area
- **5 Tips For Being An Ally** - 3 Minute Video

Working Relationships - Allies, Partners and Coalitions

- **Madeline Kronenberg**, President, LWV Bay Area

Partnering for Success | Q and A

The DO Network and National Disability Voter Registration Week (NDRVW)

- **Allie Cannington**, Statewide Community Organizer,
California Foundation for Independent Living Centers
Disability Organizing Network (DO Network)

2020 Census and the Complete Count

- **Casey Farmer**, Executive Director,
Alameda County Complete Count Committee Census 2020
- **Kate Kennedy**, Chief Development Officer,
League of Women Voters of the United States

Closing Remarks | Evaluation

#LWVBADEI | #LeagueDay2019 | #LWVLD19 | #LWVBayArea

League Day 2019 - Speaker Biography



Virginia Kase is the CEO of the League of Women Voters of the United States. Prior to joining the League, she served as COO of CASA, an immigrant rights organization representing nearly 100,000 members. In that leadership role, Virginia managed the strategic growth, direction, and operations of the organization and served as a key thought leader on its politics and policy team. In her early 20's Virginia's career started when she co-founded a youth-led non-profit in her hometown of Hartford, CT. The idea for this work was formed out of her desire to create a community change. Virginia has more than 20 years' experience working in the non-profit sector and is a passionate activist and advocate for social justice.



Melissa Breach has served as the Executive Director of the League of Women Voters of California since 2011. During her tenure she has lead efforts to modernize the League's operations and technology including the launch of Voter's Edge California and the MyLO web platform. Melissa served on the LWVUS Transformation Steering Committee and is a founding member of the Future of California Elections Collaborative. She currently serves as a member of the LWVC Diversity Equity and Inclusion Task Force. Prior to joining the League she directed program and consulting services for the Center for Nonprofit Leadership and served as Executive Director of Resourceful Women.



Kate Kennedy, MBA, CFRE began as the Chief Development Officer of the League of Women Voters of the United States in January 2017. Kate brings over 15 years of expertise as a nonprofit executive in fundraising, community organizing, volunteer development, & membership recruitment. She believes in the strength of women's relationships to raise money & enjoys asking for philanthropic gifts to support mission work, like that of LWV. In the fall of 2017, Kate won a competitive election for City Council Member in College Park, MD. Prior to joining the League, she served as Director of Development for the Washington School for Girls, a tuition-free private school serving girls from Anacostia, DC.



Gloria Chun-Hoo is the 1st Vice President of LWVC Board, and Chair of the LWVC Diversity Equity Task Force, formerly on the Bay Area League Board. In June of 2014, she became a member of the board of LWV Bay Area, representing the nine counties of the San Francisco Bay Area. A resident of San Jose, Gloria worked in marketing and communications/PR in the science/history/culture museum industry for the past 20 years at The Tech Museum of Innovation, the Campbell Historical Museum and the 'Imiloa Astronomy Center in Hilo, Hawaii. She has served on numerous nonprofit boards, including the YWCA of the USA Board of Directors and as past chair of the City of San Jose Planning Commission.



Madeline Kronenberg has been an active league member since 2006. As a member of the West Contra Costa County League, she has worked on Voter Registration and Education. Madeline has served on the LWV Bay Area Board since April 2015 first as Administrative Vice President and later as President. She was a member of the West Contra Costa Unified School District Board from 2006 to 2018. Professionally, she was an Adult Education teacher in the Hayward Unified School District for thirty years (retired in 2010).



Ken P. Werner is on the board of the Alameda League of Women Voters focusing on Voter Service & serves on the Bay Area League of Women Voters Board as the Director of Diversity, Equity & Inclusion. Previously at Chevron as Senior Advisor, Corporate Office of Global Diversity, he was responsible for consulting & collaborating internally & externally on diversity & inclusion to optimize business results, performances & shared values. He provided strategic direction & oversight for Chevron's twelve global Employee Networks & Diversity Councils. Ken managed the global employee membership networks totally 35,000 members. Ken's network leadership resulted in a strategic, integrated approach.



Veda Florez, MBA is the Communications Director of the Bay Area League of Women Voters. As a Consultant for the Marin County Elections Department her Countywide strategic planning for multi-location events for National Disability Voter Registration weeks & NVR Week helped reduce the number of eligible but not yet register to vote to 21,000. She uses practical solution-oriented handouts to foster civic engagement & empower marginalized communities. She is a presenter for the Disability Organization (DO) Network webinars and Chairs the Multicultural Advisory Commission, Novato, where she created the annual Forum on Equity. In 2015, she started an educational nonprofit called Latino Marin.



Fred Blackwell is the CEO of The San Francisco Foundation, one of the largest community foundations in the country. The San Francisco Foundation works hand-in-hand with donors, community leaders, & both public & private partners to create thriving communities throughout the Bay Area. Since joining the foundation in 2014, Mr. Blackwell led the Foundation in a renewed commitment to social justice through an equity agenda focused on racial & economic inclusion. Mr. Blackwell, an Oakland native, is a nationally recognized community leader with a longstanding career in the Bay Area. Mr. Blackwell currently serves on the board of the Independent Sector, Northern California Grantmakers, & SPUR.



Tammera (Tammy) Campbell is a computer science engineer, Lawrence Berkeley National Laboratory, supported by the US Department of Energy. Tammy started her career as a student intern learning how to Internet search. Tammy is currently Team Lead, IT Workstation Support Group & has been selected Task Force Lead for “Wired Outreach.” Workforce Inclusion: Recruitment for Equity & Diversity for Berkeley Lab. As a community volunteer & student advocate she has been honored by local schools charity organizations. She is forming two non-profit organizations, 1) to help “Transform Young People Everyday” & the other to promote fair & transparent government.



Allie Cannington is the Statewide Community Organizer for the Disability (DO) Network. She is from the Bay Area, she is white, Queer, & a Disabled community advocate & educator. Allie is honored to serve in her role, which is a program of the California Foundation for Independent Living Centers. Allie is humbled to partner with organizers & advocates across the state to mobilize & elevate the power of the Disability community. Allie honors the legacy of the Independent Living Movement & uses intersectionality, equity & #DisabilitySolidarity as guideposts for success. Ultimately, Allie's work is dedicated to unveiling everyone's proximity to disability & to fueling justice movements that are sustainable, & intergenerational.



Hannah Doress of Word Out Consulting is known for her work operationalizing equity & inclusion for climate change community engagement, policy and projects. She co-founded Shore Up Marin & the Bay Area Hub of the American Society of Adaptation Professionals, served on the Steering Committee for Bay Area coalition the Resilient Communities Initiative & was a peer reviewer for the California 4th Climate Change Assessment Climate Justice Report. She also brings 20 years of experience launching festivals & programs promoting diversity and immigrant integration on both coasts. Recently she joined the County of San Mateo Office of Sustainability as a Climate Specialist.



Laura Eberly serves as Director of Social Change at YWCA San Francisco & Marin. Laura comes to this work from extensive community organizing & leadership development experience. As a former clinical social worker, she brings a strengths-based lens & motivational interviewing technique to group & individual cultural competency development. She has led strategic planning processes for legislative campaigns, commissions & non-profits. Laura holds degrees in Public Policy (BA) & Social Service Administration (MA) from University of Chicago & has trained with Crossroads Anti-Racism Organizing & Training & Catalyst Project's Anne Braden Fellowship Program.



Casey Farmer is the Executive Director of Alameda County's Complete Count Committee for Census 2020 where she manages communications, community engagement, & grantmaking to ensure every Alameda County resident is counted. Previously served as Campaign Manager, & later Communications Director, Senator Nancy Skinner (D-Berkeley.) Prior work includes Policy Analyst & Community Liaison for Oakland City Councilmember Lynette Gibson McElhaney, whose campaign. Casey has also worked in philanthropy for The Rogers Family Foundation & as a high school teacher for students with learning disabilities at Youth Empowerment School (YES) in E. Oakland.



Mary Ann Okpalaugo is the Manager of Diversity, Equity & Inclusion at the Bay Area Air Quality Management District (Air District). Mary Ann is responsible for the strategic development & execution of programs, policies, practices, & procedures that deliver equitable outcomes for employees at the Air District & diverse communities, at large. The Air District's 24-member Board of Directors established the Office of Diversity, Equity & Inclusion in 2017. Mary Ann began her career at the Air District in 1992, now with over 27 years of experience. Ms. Okpalaugo is an experienced leader working tirelessly at refining processes, policies and programs that support an equitable and inclusive environment.



An Inter-League Organization established in 1959 to address regional issues, serving nine Bay Area Counties connecting 20-local Leagues: one of oldest organizations in SF Bay Area dedicated to the concept of regional solutions to inter-jurisdictional challenges.

We envision a democracy where every person has the desire, the right, the knowledge, and the confidence to participate.

WHO WE ARE:

The League of Women Voters of the Bay Area is an Inter-League Organization (ILO) of the national League of Women Voters. ILOs are comprised of local Leagues within a county, metropolitan area or region that form to address county, metropolitan or regional governmental issues. An ILO may also operate under the Natural Resources positions of the LWV.

WHAT WE DO:

The League of Women Voters, a non-partisan political organization, encourages the informed and active participation of citizens in government and influences public policy through education and advocacy. The League neither supports nor opposes political candidates and parties, but does take action on issues. League membership is open to all men and women who are U.S. Citizens and of voting age.

The LWVBA, by including all nine Bay Area Counties, makes possible League study and action on region-wide problems and issues. It also serves as a facilitator of, and vehicle for, inter-League communication among the Bay Area [local leagues](#). The League of Women Voters of the Bay Area has two separate and distinct roles:

- **Voters Service/Citizen Education:** we present unbiased nonpartisan information about elections, the voting process, and issues.
- **Action/Advocacy:** we are nonpartisan, but, after study, we use our positions to advocate for or against particular policies in the public interest.



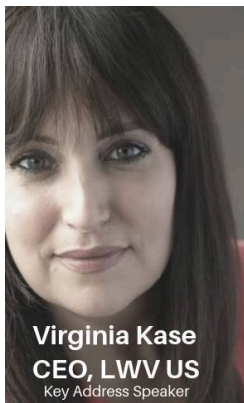
• **Mission Statement:**
**Empowering Voters
Defending Democracy**

• **Vision Statement:**

We envision a democracy where every person has the desire, the right, the knowledge, and the confidence to participate

• **Value Statement:**

We believe in the power of women to create a more perfect democracy



Virginia Kase
CEO, LWV US
Key Address Speaker

LWV Bay Area
League Day
2019

League of
Women Voters
of the Bay Area

**Diversity Equity & Inclusion
(DEI) in the Bay Area
DEI in Action-DEI in Practice?**

February 9, 2018
Google Community Space
188 The Embarcadero
San Francisco, CA

Tickets: tinyurl.com/LeagueDay2019

BAY AREA LEAGUE DAY 2017
[HTTP://BIT.LY/2017LEAGUEDAY](http://bit.ly/2017leagueDay)

BAY AREA HOUSING CRISIS

JANUARY 26, 2017 | 9 AM - 3 PM
CAMDEN COMMUNITY CENTER | 3369 UNION AVE. SAN JOSE
\$35 PRE-REGISTRATION | \$40 AT THE DOOR | LWVBAYAREA.ORG

Panel 1 - MEASURING THE AFFORDABILITY GAP & ITS IMPACT

Panel 2 - THE RELATIONSHIP BETWEEN HOUSING PRODUCTION & AFFORDABILITY, & DISPLACEMENT

Panel 3 - STATE, REGIONAL & LOCAL ROLES IN ADDRESSING AFFORDABILITY

Panel 4 - THE AGENDA MOVING FORWARD

4-PANELS PLUS KEY ADDRESS BY TONY THURMOND

Tony Thurmond
Moderator

Bay Area League Day 2015
January 31, 2015



Annual League Day

Letters

The League of Women Voters takes a stand on issues and voices the opinion of thousands of its members. Over the years we have addressed Plan Bay Area, regional planning, housing and transportation issues, health and welfare concerns, climate change as well as other socio-economic topics.

Our most recent letters:

2018

[CASA Compact Letter](#)

2016

April 22
[Statement Re: MTC/ABAG Merger Study](#)

January 20
[Letter to the SF Chronicle Editor – Simplify System](#)

January 7
[Letter to MTC Planning Committee & ABAG Administrative Committee Re: MTC-ABAG Merger Study](#)

Key Offerings



Launched in 1975, the *Bay Area Monitor* is published six times a year (August, October, December, February, April, and June) by the League of Women Voters of the Bay Area. It primarily covers transportation, air quality, water, open space, and land use issues in the nine-county San Francisco Bay Area.



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