

Panel Session: Responding to the Current Political Climate on Oregon College Campuses: Unconscious Biases, Racial Tension, and Immigration

Brian Gibbs, Ph.D., MPA

Vice President of Equity & Inclusion and Associate Professor of School of Public Health
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Dr. Gibbs is the Vice President of Equity & Inclusion at OHSU, and is Associate Professor at OHSU/PSU's School of Public Health. Since April 2016, he serves as the chief diversity officer for OHSU, overseeing the Center for Diversity & Inclusion (CDI) and is responsible for diversity initiatives within the clinical, educational, and research missions. Prior to OHSU, he served as Associate Vice Chancellor for Diversity for the University of New Mexico Health Science Campus. There, he led initiatives ranging from advancing the quality of faculty mentorship training to promoting cultural competency and facilitating institution-wide and community partnerships to improve pathways to a more diverse and informed culturally competent workforce. Prior to his work at UNM, Dr. Gibbs served as the Associate Dean for Diversity and Cultural Competence at the Johns Hopkins School of Medicine. Early in his career, he spent ten years as the founder and director of the Program to Eliminate Health Disparities at the Harvard School of Public Health, where he was a senior research scientist within the Department of Health Policy and Management.

Carmen Suarez, Ph.D.

Vice President of Global Diversity & Inclusion
Portland State University
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Dr. Suarez has been in her current role since September 2015. In her role, she heads the Department of Global Diversity & Inclusion, which has the mission of creating a positive campus climate that celebrates diversity, builds partnerships, promotes equity and supports the entire campus community. That includes making sure PSU is in compliance with all federal and state laws relating to equity and diversity, such as Title VII, Title IX, Affirmative Action, and the Americans with Disabilities Act. Prior to PSU, Dr. Suarez was the chief diversity office at the University of Idaho (UI). Prior to UI, she spent several years assisting migrant farm workers, then went to work for Southern Illinois University, where she served as the university's affirmative action officer and director of diversity. She directed comprehensive university minority student recruitment and retention programs for both UI and Southern Illinois. She also worked

in the private sector, performing diversity-related duties such as developing and implementing her company's minority-owned business certification.

Linda Herrera, M.Ed.

Chief Diversity Officer, Office of Diversity, Equity & Inclusion
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Linda Herrera is the Chief Diversity, Equity and Inclusion Officer at Chemeketa Community College. In her role, she works closely with the President and the Executive Leadership on college-wide diversity & equity initiatives. Linda has worked in various roles at Chemeketa since 1987, first serving as an instructor of Music Therapy for seniors/elders, then as a minority student success specialist. In 2000, she took a leadership role as the Director of the College Assistance to Migrant Program (CAMP), and in 2007, added the High School Equivalent Program (HEP) in her portfolio. In 2012, she became the interim Dean for Academic Transitions. As a champion for social justice and migrant farmworker's rights, she is a dedicated and tireless leader in the community.

Scott Anand Vignos, J.D.

Director of Strategic Initiatives
Oregon State University
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Scott has been in his current role since February 2016 when the office opened. As Director of Strategic Initiatives, he is responsible for the direction and implementation of OSU's portfolio of strategic diversity, equity and inclusion initiatives. His work also includes coordinating the university's bias incident response team, building key relationships with internal and external partners, providing advice and counsel to University leaders on institutional initiatives, policies and programs, and developing strategic communications. Prior to his career in higher education, Scott practiced law at an international law firm in San Francisco and maintained a significant pro bono practice, partnering with the Lawyers' Committee for Civil Rights to represent clients seeking asylum in the United States.

Luncheon Presentation: Oregon's Current & Future Workforce: Changing Demographics and the Workforce Diversity Project

Emily Starbuck

Economist and Workforce Analyst
Oregon Employment Department.
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Emily has been in her role since June 2016, and is a graduate of Portland State University. She specializes in current labor market research for Washington County and provides customized analysis to business, education, and local government entities in the region. She comes to us from sunny California.

Joseph Mine Wahl

Assistant Director, Operations and Administration
Office of Equity and Human Rights, City of Portland
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Joe came to the City of Portland's Office of Equity and Human Rights after over 25 years spent in leading human resources, diversity and inclusion, business development and executive recruiting functions within public and private sector organizations. Prior to his current role, Joe was the Senior Manager for Employment & Development with the City's Bureau of Human Resources. In addition to being a founding board member and current Chair of Partners in Diversity, Joe is also a past President of the Portland Japanese American Citizens League, past President of the Oregon Buddhist Temple and a founding board member of the Oregon Nikkei Endowment. He is an alumnus of the University of Oregon, where he received his BA in Asian Studies/History and Secondary Teaching Credential. He and his wife, Lora have two grown children, Ryan and Kelsey.

Panel Session: Integrating Diversity and HR Practices to Create an Inclusive, High-Performing Workplace

Isaac Dixon, Ph.D., SPHR-SCP

Associate Vice President of Human Resources
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Dr. Dixon has been in his current role since January 2017. He holds a Ph.D. in Organization and Management from Capella University and is a generalist with over 25 years of human resources, management, and leadership experience. Prior to joining PSU, he was the Associate Vice President of Human Resources at Lewis & Clark College for seven years. Dr. Dixon has served on the CUPAHR Board of Directors and is currently a member of the Public Policy Committee. He is a current member of the Board of Directors for Portland's Central City Concern, and has previously served as a member of the Portland Community College Foundation Board, Director of the Human Resource Certification Institute Board, Commissioner at the Oregon Commission on Black Affairs, and Board Member for the Urban League of Portland. In addition to his professional pursuits, Isaac teaches human resources-related courses as a part-time faculty member in PSU's School of Business Administration and mentors aspiring HR professionals.

James Mason, Ph.D.

Chief Diversity Officer
Providence Health & Services
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Dr. Mason is the Chief Diversity Officer for Providence Health & Services in Oregon. He is the former Director of the Office of Multicultural Health for the State of Oregon; and, one of the founders of the National Association of State Offices of Minority Health. In collaboration with the Georgetown University Child Development Center, he developed a model of cultural competence along with tools for assessment. He is a founding member of the National Center on Cultural Competence at Georgetown University. He has consulted with professional schools and programs, health and human service bureaucracies, and provider groups in the United States, Latin America, and Canada on issues of work force diversity and culturally competent service delivery. Dr. Mason lives in Portland, and has conducted health and human services research since 1985.

Michelle Valintis

Director of Human Resources
Reed College
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Michelle Valintis is Reed's Director of Human Resources. Prior to joining Reed in 2013, Michelle served as Director of HR at Oregon College of Oriental Medicine in downtown Portland. Before working in higher education, Michelle worked in human resources at Genentech, a large biotech company in the San Francisco Bay Area for ten years. Before her career in HR, Michelle worked as a manufacturing team leader for General Mills in Toledo, Ohio and Lodi, California, making breakfast cereals such as Cheerios and Lucky Charms. She has literally been up to her eyeballs in Lucky Charms marshmallows. Michelle is a veteran of the US Army. She was a platoon leader in Germany in 1989 when the Berlin Wall came down and subsequently served three tours in Saudi Arabia, including Operation Desert Storm. She finished her service as Company Commander of a Patriot Missile Battery of one hundred soldiers in Fort Lewis, Washington.

Linda Strahm, MBA

Director of Human Resources, School of Medicine
Oregon Health & Science University
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Linda is the Human Resources Director for the School of Medicine at OHSU which is comprised of approximately 5000 faculty and staff including physicians, scientists, researchers and post docs. She has been with OHSU since 2003. She holds a Bachelor of Arts in Economics from the University of Nevada, Reno and a Master's of Science in Industrial Relations from the University of Oregon Graduate School of Business. Linda has been a Human Resources professional for more than 25 years working in both the private and public sector. Linda and her team provides employee and labor relations, recruitment, training, organizational development, facilitation and diversity enhancement services.