AGENDA

8:15 - 9:00 AM — **CHECK IN**

9:00 - 10:00 AM — **KEYNOTE PANEL**

When Change Brings Conflict
LUCA MAURER

10:00 - 10:15 AM — **BREAK**

10:15 - 11:00 AM — **CONCURRENT TRAINING SESSION ONE**

Real Talk, Better Teams: Psychologcial Saftey 2.0
SHASTA SAVAGE

Revealing Menopause as Part of Your Organization's Inclusion Strategy
TONI BUCKLEY

Access to Work for the Justice Impacted
THOMAS TEE JONES

11:00 - 11:15 AM — **BREAK**

11:15 - 12:00 PM — **CONCURRENT TRAINING SESSION TWO**

Real Talk, Better Teams: Psychologcial Saftey 2.0
SHASTA SAVAGE

Revealing Menopause as Part of Your Organization's Inclusion Strategy
TONI BUCKLEY

Inclusive Hiring
BELISA GONZALEZ



11:00 - 11:15 AM — **BREAK**

12:15 - 1:15 PM — **LUNCH / AWARDS**

1:30 - 3:15 PM — **CONCURRENT TRAINING SESSION THREE**

Looking Through a Kaleidoscope
TARA CLARKE, DONNA SCOTT, EMILY DARLING, STEVE WHALON, JOCELYN DEAVEIRO

How To Get Out of Your Own Way and Show Up For Yourself and Others
LYDIA DOLCHE

Strategies for Culture Stewardship from the Syracuse Asian and Asian American Communities
WEI GAO & TAO SHAW

KEYNOTE



KEYNOTE SESSION

MULTI-GENERATIONAL WORKFORCE

LUCA MAURER, KEYNOTE MODERATOR

Luca Maurer is a scholar practitioner, and serves as Executive Director for Student Equity, Inclusion and Belonging at Ithaca College. He has partnered across the US and abroad with students, educators, families, faith communities, and professionals in education, social services, healthcare, law enforcement, and more. His research interests include equity, belonging, global health, disability, LGBTQ themes, and innovative approaches for teaching about often erased community histories. His multidisciplinary collaborations with students and colleagues are wide-ranging. A founder of New York State's first transgender rights organization, he brings a lifelong commitment to advancing dignity, respect, access, and opportunity for all

Today's workforce spans multiple generations and career stages, each bringing unique perspectives, experiences, and expectations to the workplace. This keynote panel brings together professionals at different points in their careers to explore what effective leadership looks like in a multigenerational environment. Through candid conversation, panelists will challenge assumptions, discuss the realities of working across generations, and share insights on building stronger workplace relationships. Participants will leave with practical strategies for fostering engagement, enhancing collaboration, and leading with curiosity rather than stereotypes. Whether early in your career or a seasoned leader, this session offers valuable perspectives for today's evolving workplace.

SESSIONS

SHASTA SAVAGE

REAL TALK, BETTER TEAMS:

Psychological Safety 2.0

Psychological safety is a core concept in healthy organizational culture and belonging in the workplace. Understanding and applying tenets of this perspective may increase employee engagement, productivity, innovation and collaboration. Research also illustrates that workplaces that embrace a culture of psychological safety may contribute to greater employee retention and overall wellbeing.

In this session, you will learn practical ways to speak up, handle challenging conversations and build trust without sacrificing accountability. This strengths-based workshop is for people who want to build teams that have honest conversations and strong working relationships, while supporting and achieving shared goals.

TONI BUCKLEY

THE BELONGING THOUGH MENOPAUSE ACTION FRAMEWORK:

Revealing Menopause as Part of Your Organization's Inclusion Strategy

Menopause is a natural life transition that affects 50% of the world's population, yet it often remains invisible in the workplace. As a result, many people are navigating significant physical, emotional and professional changes without the support, understanding or sense of community they need to thrive. This interactive session introduces the Belonging Through Menopause Action Framework, a practical, research-informed tool that helps organizations identify opportunities for meaningful culture change. Through guided conversation and shared reflection, participants will connect with peers, exchange ideas, and explore strategies for creating more supportive workplaces.

THOMAS TEE JONES

ACCESS TO WORK FOR THE JUSTICE IMPACTED

Access to Work explores how justice-impacted individuals navigate barriers and opportunities in the labor market after involvement with the criminal legal system. Developed through his work with the Criminal Justice and Employment Initiative (CJEI), this presentation highlights the impact of criminal records on employment, common legal and practical challenges, and fair chance hiring strategies that support successful workforce participation. Through data, lived experiences, and actionable solutions, participants gain a deeper understanding of how employers, workforce professionals, and communities can expand access to meaningful employment and strengthen economic mobility.

BELISA GONZALEZ

INCLUSIVE HIRING

This workshop will explore how unconscious bias affects our ability to make objective decisions throughout the hiring process. We will discuss what unconscious bias is, the neuroscience of bias, the most common types of bias in hiring, and how to mitigate bias in the hiring processes. Participants will walk away with the tools to make their hiring practices more effective.

SESSIONS

TARA CLARKE, DONNA SCOTT, EMILY DARLING, STEVE WHALON, JOCELYN DEAVEIRO

LOOKING THROUGH A KALEIDOSCOPE

Five members of the Kaleidoscope Workgroup will share early beginnings that set the stage leading to the development of an advisory committee dedicated to increasing accessibility to DSS services. We will talk about the process of identifying our charge; importance of definitions; noticing what we do well; and recommending steps we can take to facilitate a culture of interconnectedness within the agency and with those we serve. After providing a foundation, we will open the discussion up to questions with the goal of highlighting lessons learned and inspiring other organizations to take action.

LYDIA DOLCHE

HOW TO GET OUT OF YOUR OWN WAY AND SHOW UP FOR YOURSELF AND OTHERS

Lasting inclusion and real organizational change start from within. But everyday overwhelm, self-doubt, and limiting beliefs can stall even the most committed leaders. In this hands-on workshop, empowerment coach and educator Lydia Dolch gives change agents and leaders practical, accessible tools to break through inner barriers and keep moving forward. Grounded in the belief that "Transformation is Possible, but Action is Not Optional," you will leave ready to turn intention into lasting action.

WEI GAO & TAI SHAW

CREATING COMMUNITIES WHERE PEOPLE THRIVE;

Practical Strategies for Culture Stewardship from the Syracuse Asian and Asian American Community

In Ithaca, Asian and Asian American communities have played a significant role in the region's social, educational, and economic development. Yet meaningful inclusion does not happen automatically. It requires individuals and institutions to actively serve as stewards of culture by creating environments where people feel seen, valued, and connected. This interactive session will explore how lessons from the experiences of Asian and Asian American communities in Syracuse can inform broader efforts to cultivate belonging across workplaces, schools, and community organizations. Participants will leave with a framework for understanding practical strategies for increasing belonging and inclusion, as well as reflection questions to evaluate their organization's culture.