



AN INNOVATIVE DIVERSITY INITIATIVE FOR LEADERS



WITH SUPPORT FROM











Successful leaders understand how to leverage the talent and creativity of diverse people to optimize performance and outcomes.

Advance Kansas brings together people who are already leaders from across the community to create and strengthen relationships and acquire skills for addressing diversity challenges and opportunities in businesses, organizations, and in the community.

Leaders who are invited to participate in Advance Kansas represent a dynamic group of people who are engaged in the community and committed to progress. These decision makers have the capacity to impact their organizations and the community as a whole. Participants learn to understand their diversity "blind spots" and how to suspend assumptions. They come away with focused decision-making skills and a deep knowledge of how to effectively manage and lead increasingly diverse employees, clients, suppliers, and constituents.

A Diverse, Well-Prepared Body of Leaders Can Make a Difference

Far from a traditional diversity training class, Advance Kansas brings everyone into the definition of diversity to consider how differences in race, gender, generation, sexual orientation, geographical orientation, culture, knowledge, experience, perception, etc., impact the lives of individuals and organizations; and how well-prepared leaders can leverage differences in support of their mission.

Advance Kansas equips people who are already leaders to be better leaders in our increasingly diverse society. The class begins with a half-day orientation followed by four fullday workshops over a four-month period. Workshop days include class discussions and exercises designed to maximize interactions and facilitate the development of productive relationships. Participants say they value the open, safe environment for discussing, exploring, and addressing complex diversity issues.

As an important part of the Advance Kansas experience, teams of participants meet between workshop days to accomplish projects in the community. In the course of doing so, relationships strengthen and participants gain broader understanding of issues, challenges, and opportunities facing our community and citizens. The program culminates with each team's presentation about their community-action project.



Discussions and interactions in the program facilitate new and deeper relationships.

A Message from Juan Johnson

For the past 10 years, it has been my honor and privilege to serve as designer and facilitator of Advance Kansas. This innovative leadership development program is unique in several ways. First, it maintains a broad and all-inclusive definition of diversity, versus many diversity training programs which tend to focus primarily on race, gender, and legally defined "protected characteristics." In Advance Kansas, we recognize differences in knowledge, experience, and perspectives as well as personal background. Therefore, we address challenges and opportunities that are not limited to particular groups of people. For example, if a child is born into poverty, it doesn't matter their race, gender, ethnicity, religion, sexual orientation, or geographic origin. The experience of poverty can be the defining diversity dimension that impacts their life. By using an all-inclusive definition, the program brings everyone into the diversity tent; not just women and people of color, who are sometimes assumed to be the only focus of diversity initiatives.



A second unique aspect of Advance Kansas is that leaders who participate in the program come from all sectors of society: business, education, government, faith-based, nonprofit, etc. The diversity of roles, experiences, and perspectives of these leaders provides excellent opportunities for cross-learning as well as relationship building. Lastly, Advance Kansas ensures that the program is not simply an academic experience by requiring participants to apply what they learn to real-time issues facing their communities.



Having graduated more than 380 leaders, Advance Kansas has produced dozens of community action projects. Advance Kansas and its alumni are dedicated to strengthening our communities so they work well for everyone today and for generations to come. I encourage you to consider taking part in this unique and prestigious initiative.

Juan Johnson

President, Diversity Leadership in Action www.diversityleadershipinaction.com

DIVERSITY LEADERSHIP IN ACTION

Juan Johnson, is president of the Atlanta-based consulting firm, Diversity Leadership in Action. Juan started this venture in 2006, following an extraordinary 21-year career with the Coca-Cola Company. While at Coke, Juan held a number of key management positions in highly visible areas. Highlights of his tenure include being elected a full Corporate Vice President by Coke's Board of Directors at the age of 35, making him one of the youngest board-elected Vice Presidents in the company's history; and serving as the Company's first Vice President for Diversity Strategy, reporting directly to the CEO.

Juan's business-focused approach to diversity is rooted in his accounting and finance background. He achieved CPA and CMA certifications; holds an MBA from Atlanta University, and Bachelor's Degree in Accounting from Southern University. Juan is a senior associate of the Richard W. Riley Institute at Furman University, where his role includes designer and facilitator of South Carolina's statewide Diversity Leaders Initiative.

To learn more about Juan, visit his website, diversityleadershipinaction.com.

Advance Kansas Objectives

- Build leadership skills to support participants' efforts to address complex diversity issues within their own organizations and in the community.
- Facilitate the development and strengthening of productive relationships among participants and graduates.
- Develop community action projects focused on addressing important needs in the community.
- Create a network of prepared leaders committed to social and economic progress in Kansas.

Topics

- Defining Diversity
- Exploring the Complexity of Diversity
- The Case for Inclusion
- Dialogue Across Differences
- Personal Stories of Impact and Inspiration
- Intent vs. Impact: Unconscious Bias, Tone Deafness, Etc.
- Diversity Blind Spots
- Race and Gender Equity
- #Me Too
- #Living While Black
- Tools and Frameworks for Leaders
- Four Generations at Work
- iGen (Generation Z) Trends
- Socioeconomic Challenges
- Systemic Disadvantages: Ethnicity, Expressions of Faith, Gender, Mental/Physical Characteristics, Race, Sexual Orientation

Deliverables

- An additional lens through which diversity can be viewed.
- Tools for examining diversity dynamics, diagnosing underlying tension and making effective decisions.
- Frameworks to guide group and organizational diversity management processes.
- An opportunity to build new and deeper relationships across multiple diversity dimensions.
- An opportunity to contribute to address local issues and opportunities.



Advance Kansas offers participants opportunities to explore complex issues with business and community leaders.

A Powerful Network Committed to Progress

Each year, a class of leaders from all sectors of the community is selected to take part in the Advance Kansas initiative. Advance Kansas graduates become Advancers, members of a powerful, cross-sector network of leaders who differ in every aspect of diversity, yet share a common commitment to progress in Kansas.

We are currently seeking applications from leaders who wish to participate in Advance Kansas, Class XII. Applications are due November 25, 2019.

Advance Kansas, Class XI Schedule

Activity	Dates	Time	Location
Day 1	Feb. 14, 2020	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 2	Feb. 28, 2020	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 3	March 27, 2020	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 4	May 1, 2020	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 5	June 5, 2020	8 a.m. – 2 p.m.	To be determined

Application & Selection Process

Step One: Review the schedule and clear your calendar to ensure you are available to fully participate in the program.

Step Two: Email advanceks@butlercc.edu to request a link to an online application form and complete the form. If you are unable to apply online, complete and return the form in the back of this booklet.

Step Three: Individuals selected to participate will be notified of their acceptance in early December. At that time you will receive instructions for completing the registration process and an invoice for the registration fee.

Registration Fee

Financial and in-kind support from sponsors help keep Advance Kansas affordable for everyone. While the actual cost per person is much greater, the registration fee is \$750. A limited number of partial scholarships are available to individuals requiring further financial assistance.



Advance Kansas Community Projects

Advance Kansas participants apply what they learn as they work in teams to complete projects addressing realtime community issues. Shown below are a few of the dozens of projects carried out over the years. While the nature of projects varies widely, the intent is always to positively impact the community and enrich the lives of people who live here.

Human Capital Challenge

The mission of Dream Keepers is to engage, enrich, and inspire middle school students while providing educators and parents information about career paths in STEM or skilled technical fields that enable middle school students to make informed decisions about their future to fulfill the workforce pipeline for tomorrow. STEM Days emerged as the initial focus of Dream Keepers. Advance Kansas teams, industry representatives, and school personnel collaborated to plan and pilot STEM Days during the 2018/19 school year. Four industries were presented for all 7th graders at Coleman Middle School and Jardine STEM and Career Explorations Magnet Middle Academy. Each day introduced careers in a different



industry: aerospace, automotive, construction, and public utility. Leadership was provided by Advance Kansas team members representing each industry. Their contributions included developing pre-STEM Day educational materials for classroom use, developing STEM Day activities to engage students through hands-on learning, and recruiting volunteers to assist with STEM Day activities.

Two new teams formed during the 2019 Advance Kansas session to build on the work. One team developed a toolkit (Dream Builders) with tips and expectations for industry ambassadors. A second team identified additional industry ambassadors and made plans to expand STEM Days to five schools. This year, STEM Days will be held at Coleman, Jardine, Marshall, Hamilton, and Stucky middle schools reaching approximately 1100 students.



ICTalent Initiative

This group was interested in attracting and retaining talent in the Wichita area. Taking their inspiration from a similar program in South Carolina, the team adapted the program to fit Wichita's unique needs while addressing the technology needed to make it work. Later that same year, the Wichita Regional Chamber of Commerce agreed to be the host organization for the program and money was raised to support it. ICTalent became Wichita Connect.

Curb Painting Project

Many homes in Wichita do not have visible house numbers. Numerals fade, get painted over, or just fall off costing First Responders valuable time as they rush to residential emergencies. This can mean the difference between life and death. The curb painting project painted house numbers on curbs in a Wichita neighborhood.



Ictneighborgood

ICTNeighborGOOD

Team created #ICTNeighborGOOD, a campaign to redefine the region as a desirable place to work by focusing on neighborhoods and personal interaction. They plan to launch #ICTNeighborGOOD as a social media campaign before the end of 2019.

Advance Kansas Community Projects, continued



Career Courtship

Proposed Career Courtship in partnership with W/ (fka Young Professionals of Wichita). The idea was for businesses to be present on college campuses in a more intentional way than job fairs to focus on building relationships with high-performing students in hopes that this network of relationships will draw them back to Wichita after graduation. W/ held an event, "Keepers of the Future" at Friends University with 10 businesses and 50 students participating. A second iteration of "Keepers of the Future" is slated for March 2020 at WSU. W/ intends to expand to include other colleges and universities.

Diversity Toolkit

Advance Kansas team developed and populated an online diversity toolkit with content and worked on plan to share and sustain it. Plans are being made to house the toolkit online on the Wichita SHRM chapter's website and their Diversity & Inclusion committee will ensure the toolkit retains validity and value.





Book Buddies

Children from the Boys & Girls Club read to senior citizens. The interaction created the opportunity to enhance literacy, understand differences, and promote a collaborative focus on building relationships between the youth and the seniors in the community.

Let's Take Tomorrow | About Butler

Butler Community College considers it a privilege to host Advance Kansas and values it as a win-win partnership. At Butler, learning is something we do together, working with our students and communities for a better tomorrow. It's a relationship that grows stronger through engaging conversations and diverse connections.



Butler Community College, with 8,000 students, offers more than 80 degree programs and 30 professional certification programs. The college's main campus is in El Dorado with centers in five additional communities. For more information about Butler, visit www.butlercc.edu or Facebook and Twitter (@butlercc).

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Ryan Murphy, Class VI AVP/Senior Financial Analyst Fidelity Bank

Jennifer Murray, Class II People Services Relationship Coordinator Intrust Bank

George Myers, Class IV Project Manager T-Mobile, Oklahoma City

Keri Myers, Class VII

Mahmud Nabi, Class V Regional Manager, Field Service Operations - Asia Pacific Textron Aviation

Makala Navarro, PHR, Class VI Human Resources Manager City of Augusta

Carol Nazar, Class II Director of Donor & Grant Making Services (Retired) Wichita Community Foundation

Kathy E. Neely, Class IV Nurse Executive Chicago, III.

Amber Neises, Class VIII Human Resources Director Scholfield Corporation, LLC

Anne Nelson, Class VII Executive Director (Retired) Central Plains Health Care Partnership

Ben Nelson, Class V Senior Utilities Optimization Manager City of Wichita

Ashley Newberry, Class XI Assistant Retail Manager - Derby West Meritrust Credit Union

Richard Nichols, Class XI Dean, Fine Arts & Communication Butler Community College

Dee Nighswonger, Class IX Director Sedgwick County Development Disability Organization

Troy Nordman, Class XI Associate Dean, Humanities, Social and Behavioral Sciences Butler Community College

Tim Norton, Class VI County Commissioner (Retired) Sedgwick County

Ed O'Malley, Class I President & CEO Kansas Leadership Center

Jessica Ohman, Class IV Associate Vice President, Student Services Butler Community College

Jeff Pace, Class I General Manager Silver Cloud Hotel, Seattle, Wash.

Theresa Pacitti, Class IV Assessment Coordination Specialist Butler Community College

Amanda Paget, Class XI Senior Manager, Customer Care Operations T-Mobile **Thea Pajunen,** Class IX Marketing Manager Eraser Clinic Laser Tattoo Removal, Austin, TX

Cat Palmer, Class V Senior Program Director YMCA of Greater Williamson County, Round Rock, Texas

Virginia Pedraza, Class V Financial Manager IBC Bank, Houston

Craig Perbeck, Class II Independent Living Program Manager Independent Living Resource Center

Deb Perbeck, Class III Human Resources Director City of Newton

Mario Perez, Class V Deputy Scout Executive/COO National Capital Area Council, Boy Scouts Of America, Washington, D.C.

Stacey Petrie, Class X

Susan Pfeifer, Class VI Professor of Mathematics and Leadership Butler Community College

Dana Pfingsten, Class IV Human Resource Manager C.E. Machine Company, Inc.

Erin Pieper, Class IX Business Development Coordinator Polston Tax Resolution and Accounting

Vicki Plank, Class XI Chief Human Resources Officer Meritrust Credit Union

Gary Plummer, Class VI President & CEO Wichita Regional Chamber of Commerce

William Polite, Class XI Director of Equity, Diversity & Accountability USD 259 Wichita

Jennifer Porter, Class VI Engineering & IT College Relations Program Manager Koch Industries, Inc.

Portia Portugal, Class VIII Manager of Donor Services Wichita Community Foundation

Tiffani Price, Class VIII Associate Dean - STEM Butler Community College

Rachel Prine, Class V Chief Human Resources Officer CSJ Initiatives

Jaime Prothro, Class III Customer Experience Manager Pierce County Library System, Tacoma, Wash.

Lisa-Marie Pulley, Class IX Legal Assistant / Partner Biggs + Paul Attorneys at Law / Barefoot Marketing Claude Puntel-Sessions, Class V President Cross Cultural Institute, Eugene, Oregon

Doris Queen, Class XI Manager, Human Resources WSU Tech

Bill Ramsey, Class VIII CEO Soteria Technology Solutions

Gary Regoli, Class I President & CEO Achieva Credit Union, Clearwater, Fla.

George Retter, Class I President New Day Consulting, LLC, Morganton, NC

Samantha Rey, Class IV Change Management Koch Industries, Inc.

Keith Reynolds, Class IX Employee Relations & Title IX Director USD 259 Wichita

Terri Rice, Class X Senior Marketing Manager Cox Business

Sangita Richardson, Class X Director, IT Business Engagement & Project Delivery Spirit AeroSystems, Inc.

Joley Riley, Class V Senior Vice President, Retail Banking Director Fidelity Bank/Oklahoma Fidelity Bank

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Heather Rinkenbaugh, Class VII Dean of Online, High School and Community Learning Butler Community College

Taylor Robillard, Class X Project Manager / Estimator Wildcat Construction

Sarah Robinson, Class I Chief Advancement Officer Wichita Children's Home

Perla Rodriguez, Class VII Coordinator of Program Services (Deceased) Wichita Area Sexual Assault Center

Shaun Rojas, Class VI Director of Civic Engagement Kansas Leadership Center

Sally Rose, Class VIII Supervisor, Customer Relations Center Evergy, Inc.

Michelle Ruder, Class VIII Associate Dean of Workforce Development Butler Community College

Patrick Salmans, Class X Senior Vice President Human Resources Equity Bank

Alicia Sanchez, Class X Director of Diversity & Inclusion Wichita State University

Nickaila Sandate, Class IV President & CEO EmberHope

Katherine Sanneman, Class X Agency Owner Farmers Insurance

Karen Schmidt, Class VII

Lesley Schmidt, Class IX Civil CADD Cartographer & Permitting Specialist MKEC

Joan Schuttler, Class IV Director, US & Mexico HR Services (Retired) Bombardier Learjet

Andrew Shact, Class III Global Tax & Treasury Leader Syneron Candela, Wayland, Mass.

Ricky Shellenbarger, Class VI Manager EM Consulting

Denise Sherman, Class VI Executive Director The Kansas African American Museum

DeAnn Shimp, Class VIII Director of Advising Butler Community College

Justan Shinkle, Class X Attorney Foulston

Amy L. Shoemaker Leavy, Class I Human Resources Director Great Plains Manufacturing Inc., Salina

Deann Smith, Class I Executive Director United Methodist Open Door

Lon Smith, Class VIII Owner Stagescaped Environmentals

Robert Smith, Class X Partner / Attorney Foulston

Shelbye Smith, Class III Human Resources & Risk Manager iSi Environmental Services

Stan Smith, Class X Managing Partner / Attorney Martin Pringle Attorneys at Law

Susan Smith, Class VI Senior Vice President/Chief HR Officer GLMV Architecture

Tim Smith, Class X Vice President, Operations IMA Financial Group Inc.

Dena Smoot, Class II Marketing & Communication Administrative Assistant Kansas Turnpike Authority Kelly Snedden, Class VII Director, College Relations/Marketing Butler Community College

Elizabeth "Tammy" Snow, Class V Fire Chief City of Wichita

Steve Spade, Class VII General Manager RATP Dev Tucson, Tucson, Arizona

Michele Spainhower, Class VII VP Client Services Challenger Soft

Phil Speary, Class X Dean of Academic Support & Effectiveness Butler Community College

Brent Spicer, Class III Head of Upper School Saint Mary's Hall, San Antonio, Texas

Jill Staats, Class VI President The Arnold Group

Christine Steward, Class VIII Health Protection Director Sedgwick County Health Department

Brenda Stocklin-Smith, Class II Director of Human Resources McPherson College

Andrea Street, Class X Manager Team of Experts T-Mobile

Deborah Stubblefield, Class IV Quality Assurance Manager Textron Aviation

Shelley Stultz, Class X Associate Vice President of Human Resources Butler Community College

Mary Anne Szczepanski, Class IX Sector Specialist Coordinator Workforce Alliance of South Central Kansas

Faith Taylor, Class X Supervisor Evergy, Inc.

Lester Terry, Class VII Senior Manager, CS Operations Support T-Mobile

Cory Teubner, Class X Associate Professor of English Butler Community College

Suzi Thien, Class VI Executive Director (Retired) Sunlight Children's Advocacy and Rights Foundation

Rachel Thomas-Murphy, Class X President / Interior Designer Thomas Grey Interiors

Tricia Thomas, Class III Communications Manager Wichita Area Metropolitan Planning Organization Lee Anne Thompson, Class III AVP & Employee Benefits Manager TCK - Trust Company of Kansas, Lawrence, Kan.

Samuel Thompson, Class VIII Supervisor Cox Enterprises

Ashley Thorne, Class V Nonprofit Consultant Restoration Family Services

Jon Tiger, Class II Retired Spirit AeroSystems, Inc.

Zulma Toro, Class I President Central Connecticut State University, New Britain, Conn.

Mandy Trainer, Class IV Executive Director, 787 Program Management Spirit AeroSystems, Inc.

Steve Turkle, Class II Director of Logistics Spirit AeroSystems, Inc.

Becky Tuttle, Class V City Council, District 2 City of Wichita

Aggie Tuxhorn, Class IX Vice President, Marketing Manager Emprise Bank

Jeff A. Usher, Class I Senior Program Officer Kansas Health Foundation

Sierre Usher, Class I District Mediator USD 259 Wichita

Jackie Vietti, Class I President Emeritus Butler Community College

Anna Villarreal, Class VI Industry Liaison Alamo Colleges District, San Antonio

Megan Wagner, Class XI Customer Solutions Manager Evergy, Inc.

Melinda Walker, Class II Purchasing Manager City of Wichita

Stacy Ward Lattin, Class IX Business Development / Co-Owner Zernco, Inc. / Hopping Gnome Brewing Co.

Elizabeth Wasson, Class IV Chief Administration Officer Hall's Culligan

Shannon Wedge, Class VIII Executive Director South Central and Southeast Kansas Chapter American Red Cross

Beverly White, Class I CEO/President Pryme Star Enterprises, LLC, Douglasville, Ga.

Juston White, Class VII Executive Director KVC Hospitals

Lisa White, Class IV

Monica White, Class VIII Customer Service Manager JR Custom Metal Products

René White, Class IX Talent Management-Human Resources Intrust Bank

Rachel White-McQuillan, Class IX Maintenance Supervisor Evergy, Inc.

Bryan Williams, Class V Global Technical Training Senior Manager Spirit AeroSystems, Inc.

Lavonta Williams, Class II former City Council Member City of Wichita

Lee Williams, Class I CEO Central Star Credit Union

Michael Williams, Class V Regional Manager, VP Fidelity Bank

Na'shell Williams, Class XI Program Director for Healthy Babies Sedgwick County Health Department

Sherrie Williams, Class I Director of Human Resources Defense Programs Spirit AeroSystems, Inc.

Debbie Willsie, Class II Director of Field Practicum Wichita State University, School of Social Work

Brad Wilson, Class IX Branch Manager Meritrust Credit Union

Susan Martin Wilson, Class V Grant Writer & Project Manager Wichita, Kan.

Lori Winningham, Class IX Vice President of Academics Butler Community College Amy Winter, Class VIII Customer Relationship Manager Data Center, Inc.

Amy Woerz, Class VII Human Resources Manager Delta Dental of Kansas

Carol Wohlford, Class III Director Eudora Public Library, Eudora, Kan.

Patrick Woods, Class VIII Manager of Regulatory Affairs and Strategy ITC Great Plains, Topeka, Kan.

Rachael Woods, Class VIII Director, CH-53K Program Manager Spirit AeroSystems, Inc.

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Donna Wright, Class I Managing Principal / Faculty Kansas Business Services, LLC / Kansas Leadership Center

Janet Wright, Class I President & CEO (Retired) Wichita River Festival

Bill Young, Class XI Vice President of Digital Transformation/CIO Butler Community College

Michele Zahner, Class VII Assistant Principal, Kensler Elementary USD 259 Wichita

Monica Zavala, Class IX Admissions Counselor Butler Community College

> *Considerable effort has been put into making sure these listings are as current as possible. If your listing is incorrect please update your record with Advance Kansas by calling 316.218.6355 or emailing advanceks@butlercc.edu.

Application

To request an electronic application, please email advanceks@butlercc.edu. This form is provided for those who are unable to apply online.



Name:		KAN
Company:	Title	
Mailing Address:	_ Email:	
Office Phone:	_ Cell Phone:	

If you volunteer in the community, list organizations in which you are currently active and your role.

Please explain why you want to participate in Advance Kansas.

Describe a challenge, issue or opportunity you feel needs to be addressed to improve the community or region.

I have reviewed the program's scheduled dates and am committed to attending all of the class sessions. (please check below)

- Yes
- No please explain conflicts

REGISTRATION FEE:

750 - A limited number of scholarships are available. If you would like to be considered for a scholarship, please indicate by checking this box. \Box

You will be invoiced for the registration fee upon acceptance to Advance Kansas. Please do not send payment with this application.

Return form by November 25 to: Trisha Walls, advanceks@butlercc.edu, Butler Community College, 715 E. 13th St., Andover, KS 67002 • Fax: 316-733-9589 • Telephone: 316-218-6355



ADVANCE KANSAS brings together people who are already leaders from across the community to create and strengthen relationships and acquire skills for addressing diversity challenges and opportunities in businesses, organizations, and in the community.

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