

Advance KANSAS



ADVANCE KANSAS

AN INNOVATIVE PROGRAM IN DIVERSITY LEADERSHIP

**AN INNOVATIVE PROGRAM IN
DIVERSITY LEADERSHIP**

WITH SUPPORT FROM



KANSAS | FACING NEW & COMPLEX CHALLENGES

The state of Kansas has a rich, progressive history. As far back as the early 1900s, Kansas established itself as a torchbearer of individual freedoms as one of the first states to enact a constitutional amendment providing women the right to vote. Similarly, it was a pioneering state in establishing a worker's compensation system. Perhaps most prominent in the state's history is the Supreme Court's landmark *Brown v. the Topeka Board of Education* decision declaring separate public schools for black and white students inherently unequal, thereby paving the way for integration and establishing a cornerstone of the Civil Rights Movement.

However, these legacies are of little value when considering 21st century challenges:

- Low graduation and high incarceration rates of minority students versus their majority peers;
- Limited health insurance coverage, affordable housing, and employment opportunities disproportionately affecting people of color; and
- Many of the state's talented youth departing the region for perceived greener pastures elsewhere.

In the state's largest metropolitan area, Wichita, the challenges were succinctly summed up by the Visioneering Wichita project team:

"Our community has suffered great decline in the last 20 years ... During the Visioneering Wichita process, there were overwhelming responses from the participants that there is racism and classism in the Wichita Metropolitan Statistical Area (MSA) ... reluctance to place minorities in positions of authority, under-representation on decision-making boards, and lack of advancement to, and under-representation in, higher paying jobs. Therefore, many of the best educated minority young people move out of the Wichita MSA because of a perceived lack of opportunity."

- Visioneering Wichita

In our increasingly global world, our businesses and citizens must compete not only with other states for jobs and economic growth, but with other countries as well. If we are to be successful, we must use the talents and rich experiences of all Kansans. We must not allow our differences to be obstacles to progress – rather we must maximize the potential of our diverse community.

The exceptional leader in the 21st century will not define diversity along racial and gender lines, but will recognize the composite talents, skills, experiences and perspectives that make each individual unique, and will embrace and leverage that uniqueness to benefit the collective purpose.

"Participating in Advance Kansas provided an invaluable opportunity to explore complex issues in the company of a very diverse group of leaders. It helped me examine my own perceptions about diversity, and to think about the skills I have as a leader; **what I need to do to be a better leader in our diverse world; and how I can help those around me do the same.** For all of us at Butler, it's an exceptional opportunity to build skills to tackle the challenges of educating an increasingly diverse student population, enhancing our preparedness to help students succeed, live and work in a global society. The impact it had on me will always remain with me personally and professionally as will the many relationships I built through this initiative."



Kim Krull,
President, Butler
Community College

NEW CHALLENGES REQUIRE NEW SKILLS AND RESOURCES

All of this suggests the need for change, the need for leaders throughout Kansas to recapture the pioneering spirit that once characterized the state. Beyond the traditional challenges associated with differences along racial, gender and ethnic lines, the 21st century citizenry has brought forth many differing dimensions along which communities are polarizing. Complex issues such as same-sex unions; illegal immigration; and religious, political and ideological differences are stifling growth and inhibiting competitiveness. The time has come to strengthen and accelerate leaders' abilities to address these complex issues and build communities that work well for future generations across all demographic lines.

The U.S. Census Bureau predicts that by 2042, minorities will become the majority. And in 2050, 1 in 5 residents will be over the age of 65. These factors, along with others, may lead to greater polarization along diversity dimensions – which will lead to a greater need for the ability to lead effectively in our increasingly diverse environment.



Advance Kansas, Class VII, 2015

ADVANCE KANSAS: INNOVATIVE PROGRAM IN DIVERSITY LEADERSHIP

Advance Kansas brings together leaders from all demographic groups and across all sectors of society: business, nonprofit, education, religion, government, etc., to build leadership skills while also examining and pursuing solutions to the challenges and opportunities most pressing in the community.

Advance Kansas is unique in several ways.

First, it's not a race and gender sensitivity program; it's a leadership development program that builds skills applicable to all types of diversity issues, including race and gender. The skills are as applicable for addressing intra-group tension as they are for tension across groups.

Second, Advance Kansas is a program for leaders and decision makers who have the capacity to influence direction within their own organizations and in the community at large. The select group of leaders invited to participate represent a dynamic group who are engaged in the community and committed to progress.

Third, Advance Kansas is not simply an academic exercise. As part of the program, leaders delve into real-time community issues and mobilize to develop initiatives to address those issues.

Fourth, the program exposes participants to a new lens through which to view diversity and provides tools for examining diversity dynamics and diagnosing underlying tension. Participants learn skills that support effective decisions for complex issues.

Finally, Advance Kansas builds new relationships and takes existing relationships to a new level. Alumni of Advance Kansas will become a key community-of-interest for addressing diversity challenges and opportunities throughout the state.

"This is not a program that focuses on guilt and correcting wrongs, but it's more focused on what are the opportunities that diversity offers — how do you use that in a business setting or a church setting ... **This is nothing like you've ever done before.** It is not the traditional diversity program that you go to and sing 'We Shall Overcome.'"



Brian A. Black,
Senior Manager, Global Diversity & Corporate Administration
Spirit AeroSystems, Inc.



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

ADVANCE KANSAS | OBJECTIVES

- Build leadership skills to support participants' efforts to address complex diversity issues within their own organizations and the community at large.
- Facilitate the development and strengthening of productive relationships among program participants.
- Reinforce skills through projects focused on addressing important needs in the community.
- Begin building a community-of-interest committed to supporting diversity issues throughout Kansas.



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

STRUCTURE

- A three-hour orientation session followed by four full-day workshops spread over a four-month period.
- The workshop days include classroom discussions, lectures, scenario analysis and other experiential learning tools.
- The activities of each workshop day are designed to maximize interactions between program participants and facilitate the development of productive relationships.
- Between each workshop day, participants meet in teams to complete assignments that build skills while also supporting relationship development.
- Each team develops a community-action project that supports efforts to address an issue or opportunity of importance to the community.
- The program culminates on the fourth workshop day with each team making a comprehensive presentation of their community-action project to the class and guests.



Ray Frederick, Jr.
President, Frederick Plumbing & Heating, Inc.

“... set aside perceptions and preconceived notions
... Participants set out on a path (not always a straight line) that begins by challenging and confronting their own, often narrow, definition of diversity. Focus quickly shifts from perceptions to a greater understanding of the person; which in turn opens the door to a deeper appreciation of different-minded individuals, ending with an enriched reverence for relationships ... be it family, in the workplace or community.”

SPRING 2016 PROGRAM SCHEDULE

Activity	Time	Dates	Location
Recruitment Briefing	3 – 4 p.m.	Nov. 2, 2015	Butler Community College Grizzly Den 715 E. 13 St., Andover
Orientation	1:30 – 6 p.m.	Jan. 29	Butler Community College Grizzly Den 715 E. 13 St., Andover
Day 1	9 a.m. – 4:30 p.m.	Feb. 12	Butler Community College Grizzly Den 715 E. 13 St., Andover
Day 2	9 a.m. – 4:30 p.m.	March 11	Butler Community College Grizzly Den 715 E. 13 St., Andover
Day 3	9 a.m. – 4:30 p.m.	April 8	Butler Community College Grizzly Den 715 E. 13 St., Andover
Day 4 Project Presentations	8:30 a.m. – 2 p.m.	May 13	To be determined

DAY 1

- Introduce a common vocabulary. The terms “diversity” and “diversity management” mean different things to different people and are represented by a wide variety of activities in organizations. A common conceptual framework supports productive dialogue.
- Introduce a model that supports a broad definition of diversity that is inclusive of all participants, including white males, who may sometimes feel disenfranchised when the context of diversity is limited to women, people of color or minority groups in general.
- Introduce diversity management as a tool that can help leaders better address diversity issues as well as opportunities.
- Key concepts and activities included in Day 1:
 - Diversity Poker™ – a competitive exercise that highlights the multitude of concepts embodied in the term diversity.
 - The Ladder of Visceral Dimensions™ – establishes the breadth of dimensions encompassed by the term diversity, while also acknowledging the reality that tension around some dimensions are more complex and challenging than others, due in part to the visceral nature of reactions associated with them.
 - Diversity Archetypes™ – identifies non-personal causal factors of recurring tension that is sometimes mistakenly attributed to personal differences.
 - Psi™ – allows cross-learning and facilitates respect for others’ perspectives through the sharing of personal stories of impact and inspiration.

DAY 2

- Facilitate productive dialogue regarding progress to date and the continuing challenges regarding traditional diversity dimensions such as race, gender, age, ethnicity, physical ability, sexual orientation, etc.
- Provide an open and safe environment for exploring complex diversity issues and leveraging a process model to enhance effective decision making.
- Solidify participants' understanding of, and ability to differentiate, diversity tension and its causal factors.
- Key concepts and activities included in Day 2:
 - The Seven C's of Effective Diversity Management™ – a comprehensive strategic framework for developing an overarching diversity strategy and guiding communications with stakeholders.
 - Strategic Pillars – clarifies the rationale for diversity management applications, describes the broad areas of focus, and defines the approaches that are most readily aligned with organizational objectives, regardless of industry.
 - The Diversity Management Spectrum™ – defines and prioritizes focal points in an environment of limited resources.
 - Diversity Commitment Devices – identifies appropriate metrics and facilitates sustained focus on diversity priorities.
 - Diversity Blind Spots – explains how every individual is capable of miscommunications, misunderstandings and unintentional offenses due to unconscious biases or natural limitations of knowledge and experience.



Advance Kansas members participate in a discussion with Juan Johnson.

DAY 3

- Acknowledge and explore the reality of complex diversity dilemmas that do not lend themselves well to a bilateral solution schema (i.e., right-wrong, good-bad, yes-no, etc.). This includes some of the more sensitive issues such as differing perspectives around religious beliefs, political persuasions or sexual orientation. Participants learn to examine their own individual values and those of others in the context of a common group purpose.
- Define the common mistakes and pitfalls organizations make when launching or pursuing a diversity initiative.
- Apply program tools and resources to ongoing community issues and challenges.
- Provide opportunities for safe and open dialogue on current issues polarizing communities across the country (e.g., federal and state legislative actions regarding illegal immigration, state constitutional amendments related to same-sex marriage, etc.).
- Key concepts and activities included in Day 3:
 - Unique Compelling Diversity Proposition – demonstrates how to link influential diversity dimensions to measurable organizational priorities.
 - The Diversity Strategy Assessment Instrument™ – examines existing strategy for gaps, misalignments and strategic elements that may be producing unintended consequences.
 - The Diversity Strategic Decision-Making Template™ – analyzes and addresses complex diversity issues and tensions.



Employees from corporations, government, schools and nonprofits benefit by forging new relationships in the community.

DAY 4

- Demonstrate aptitude with the skills, tools and frameworks acquired in the program.
- Summarize work done on community-action projects and share with community leaders.
- Encourage and support participants as they complete the program and transition into applying a new set of leadership skills and competencies in their daily lives.

“Our high passion, richly cultured, diverse community challenges us to become better communicators and better problem solvers. **Advance Kansas helps you look at situations with different lenses**, and allows you to start framing context and conversations in a way that helps you move your issues forward.”



Ebony Clemons
Community Relations Manager,
Westar Energy

ADVANCE KANSAS COMMUNITY PROJECTS

As part of the Advance Kansas program, participants choose a real-time community issue and meet in groups to develop initiatives to address those issues. Information about a few of the past community-action projects follows.



Growing Oz

Growing Oz planned and created a sustainable garden for the Opportunity Zone, a Wichita Children's Home project. Research shows that transient children benefit from planting a garden and watching it grow. The youth provided input on what they wanted to grow, a raised bed was created and the garden planted. The neighborhood got involved by assisting financially and with manual labor.

ICTalent Initiative

Companies in Wichita find it challenging to attract and retain talent, particularly young and diverse talent. This team's solution was to create the business plan for a community toolbox that supports the recruitment and retention of those groups. This toolbox includes a website to showcase Wichita from the job seekers' perspective and an online database that connects job candidates and new hires to area Ambassadors, providing an opportunity for them to learn more about the specific diversity dimensions of the community with which they most closely identify. The Wichita Metro Chamber of Commerce will be moving it forward in 2016.



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.



Trinidad Galdean
Employment Attorney, Hinkle Law Firm

"Over the last few years, Wichita SHRM (Society of Human Resource Managers) has had its president or an executive board member attend Advance Kansas because of information and training available for an organization dealing with human resource issues. Advance Kansas provides a program that is **useful for individuals in management positions or executive positions**. This is an excellent program for individuals to learn to address a different level of diversity issues that affect an organization or any professional."

ADVANCE KANSAS COMMUNITY PROJECTS, CONTINUED



Homeless Graduates

This 2015 group distributed care packages to 55 USD 259 graduating seniors who were homeless. The backpacks contained dress clothes for job interviews, hygiene items, bus passes and/or gift cards, and a resource guide.

Bully Busters

Bully Busters is the Anti-bullying Network Team (A.N.T.) program for recognition, education and intervention to help stop bullying among youth. A.N.T. selected the Greater Wichita YMCA summer camp programs as its group focus because of the diversity of campers they host each summer at their camps. Through pre-service training for staff, a kit of tools – including anti-bullying tip cards for discussion, educational materials for parents, a pledge card, hands-on activities, and an A.N.T. Bully Buster wristband - campers learned about how to deal with and prevent bullying.



ABOUT BUTLER | LET'S TAKE TOMORROW

At Butler Community College, 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. We encourage each student to be a principled, productive individual who is a responsible and involved lifelong learner. "Community" represents a central part of our name as well as our mission.



We are committed to providing regional business and industry a qualified workforce and improving the quality of life for the people who live in the region. We offer a wide variety of community education activities including Advance Kansas, Advance Kansas Teen Camp and Life Enrichment to educate, entertain and enrich the residents of our community. Butler's BETA designs, develops and delivers affordable, leading-edge education and training services and programs to local, national and global employers.

With more than 9,000 students, Butler is the second largest community college in the state. Our main campus is in El Dorado, and we have centers in five other communities, including Andover, along with hundreds of courses online.

DIVERSITY LEADERSHIP IN ACTION™

FACILITATOR BIO Juan Johnson

Juan Johnson is president of Diversity Leadership in Action. Juan has been in this role since July 2006, after concluding an extraordinary 21-year career with The Coca-Cola Company.



Juan Johnson is President of Diversity Leadership in Action, formerly Juan Johnson Consulting and Facilitation, LLC. Juan has been in this role since July 2006, after concluding an extraordinary 21-year career with The Coca-Cola Company.

Juan's original background is accounting and finance. He achieved certifications as both a CPA and CMA and worked for Arthur Andersen & Company before joining Coca-Cola in 1984.

In 1993, at 35 years of age, Juan was elected a full Corporate Vice President by Coke's Board of Directors, making him one of the youngest board-elected Vice Presidents in the Company's history. At the time, Juan was responsible for the Company's Investor Relations function, representing Coke before the professional investment community on Wall Street. During his tenure, Institutional Investor Magazine named Coke the most improved Investor Relations function and noted the Company for having among the best annual investor meetings.

During his career at Coke, Juan held a number of key management positions, including: Vice President and Director, Investor Relations; Vice President, Corporate Communications; Vice President and Director, Learning & Knowledge Management; Vice President & Executive Assistant, Chief Marketing Officer; Vice President and Director, Diversity Strategies; and President, Diversity Leadership Academy.

continued



Suzy Finn

Director of Community Advancement and Young Professionals, Wichita Metro Chamber of Commerce

"I chose to participate in Advance Kansas 2015 to increase my awareness of issues related to inclusion and diversity in the Wichita area. Every session and exercise caused me to think critically and interact with a wide variety of community professionals. Most importantly, **the small group project led to a real opportunity at my workplace to implement a long-term diversity recruiting strategy** for the Wichita community!"

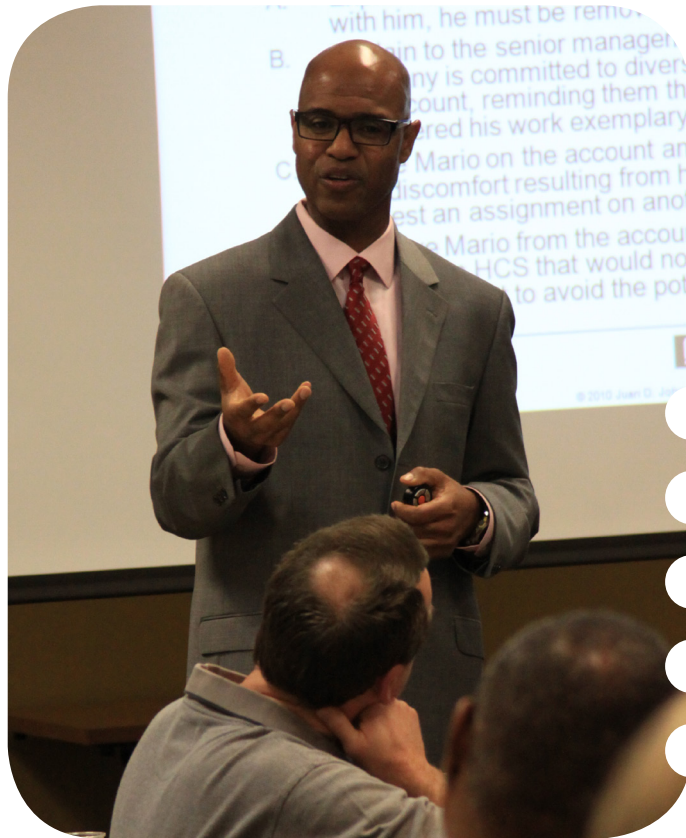
FACILITATOR BIO | JUAN JOHNSON

After working extensively in highly visible areas at Coca-Cola, Juan was tapped to become the Company's first Vice President for Diversity Strategy, reporting directly to the CEO. This appointment came as Coke faced a class action racial discrimination lawsuit. Coke settled the lawsuit and in less than two years was named to Fortune Magazine's list of best companies for minorities. During Juan's tenure, Coke continued to climb on Fortune's list and numerous others, including DiversityInc.com.

In 2001, Juan partnered with the late Dr. R. Roosevelt Thomas, a pioneer in diversity consulting, to create the Diversity Leadership Academy, a leadership development program for executive level business and community leaders. After a successful launch in Atlanta, the program expanded under Juan's leadership to numerous other markets around the country. In South Carolina, Juan serves as a Senior Distinguished Fellow with the Richard W. Riley Institute at Furman University and is the chief designer and facilitator of the Riley Institute's diversity leadership programs across the state.

Juan is also the designer and facilitator of the Advance Kansas diversity leadership program at Butler Community College in Wichita, Kansas. These programs bring together leaders from various sectors of society to build diversity leadership skills, forge new and lasting relationships and launch important community building initiatives. Through Juan's work in diversity leadership and community building he has facilitated sessions with hundreds of leaders across a multitude of industries, in the process building a wealth of knowledge which he applies in his consulting and facilitation practice.

Prior to joining Coca-Cola, Juan worked in a number of industries over the course of his career including Utilities, Retail, Technology and Transportation. He has served on numerous local and national boards and has been an adjunct professor of Strategic Diversity Management at Penn State University. He is currently a member of the Board of Trustees of Furman University.



In addition to his accounting certifications, Juan holds an MBA from Atlanta University and a Bachelor of Science Degree in Accounting from Southern University in Baton Rouge, Louisiana. Juan also received an honorary Doctor of Humanities Degree from Furman University in 2010.

ADVANCE KANSAS GRADUATES*

Cheryl M. Adams, Class I

Suzie Ahlstrand, Class I

Mohammad Zafar Akbar, Class III

Kirsten Allen, Class V
Director of Admissions
Butler Community College

Rob Allison, Class I

Amanda Arroyo, Class VII
HR Compliance Specialist
Bombardier Learjet

Keith Asplund, Class VI
Vice President of Operations
Delta Dental of Kansas

Lisa Atcheson, Class III
Retired
Spirit AeroSystems, Inc.

Heather Bachman, Class III
Lieutenant
Wichita Police Department

Susan Bacon, Class II
Retired
Spirit AeroSystems, Inc.

Katie Bair, Class IV
Talent Acquisition & Development Manager
Koch Industries, Inc.

Greg Baker, Class VI
Diversity & Employee Relations Officer
Sedgwick County

Wade Banks, III, Class III
Facilities Manager - OKC site
The Boeing Company, Oklahoma City

Prisca Barnes, Class II

Sheri Barnes, Class V
Human Performance Studies Academic Advisor
Wichita State University

Joan Barrett, Class VI
President/General Manager
Sunflower Broadcasting

Kim Batiste-Bufford, Class VI
Business Manager
Spirit AeroSystems, Inc.

Darian Bebout, Class III
Senior Manager, Program Management Center of
Excellence
Spirit AeroSystems, Inc.

Wayne Bell, Class V
District Director
Small Business Administration

Patrick Belt, Class IV

Teresa Bengtson, Class V
Human Resources Director
Dean & DeLuca

Roberta "Robbie" Berry, Class VI
HR Manager, Work Environment & Recruitment
Sedgwick County

Maria Bias, Class V
Senior Management Analyst/EEO Compliance
Officer
City of Wichita

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Children's Miracle Network

Jenna Bottolfsen, Class VI
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Koch Business Solutions

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Battalion Chief, Operation Division
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Account Recovery Specialists, Inc.

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Dean, Humanities & Social Sciences
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Managing Partner
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Economic Developer and Trade Zone Administrator
Sedgwick County

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Lorenza O. Breckenridge, Jr., Class IV
Resident Construction Manager
Amec Foster Wheeler

Carl Brewer, Class V
Former Mayor
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Wade Bruendl, Class I
Senior Vice President CIO/Strategy & Development
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Toyia Bulla, Class V
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Air National Guard

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T-Mobile

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Kansas Hispanic Education and Development
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Recruiter
PDS Tech

Kelly Cooper, Class IV
Human Resources Coordinator
Homestead Health Center

Anne Corriston, Class II
Executive Director
Inter-Faith Ministries

Bradley Crisp, Class V
Fire Marshal
City of Wichita

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YWCA of Wichita

Misa Daily, Class VII
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Brenda Dietzman, Class I
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Human Resource Director
Diggs Construction

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The Boeing Company

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EmberHope

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Kansas SRS

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Via Christi Health

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Frances Foster, Class V
Human Resources Manager
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Ray Frederick, Class IV
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Vice President of Human Resources
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Debbie Gann, Class II
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Dominic Gauna, Class IV
Director of Creative Services & Community
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KWCH

Karen Gelvin, Class V

Virdena Gilkey, Class IV
Executive Assistant to Mayor & City Council
City of Wichita

"This program goes beyond the normal definition of diversity. It helps you really understand how to interact and communicate with each other in the business world, the religious world and in your own community. ... I would encourage people to participate fully. It's not something you just do and get your little certificate. ... It goes beyond your few months of participation and **really allows you to open doors into other parts of your community.**"



Deann Smith
Executive Director, United Methodist Open Door

ADVANCE KANSAS GRADUATES*

Wendy Glick, Class III

Director of Development and Community Relations
Catholic Charities, Wichita

Preston Goering, Class V

Division Director, Preventative Health
Sedgwick County Health Dept.

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TCV Publishing, Inc.

Kori Gregg, Class II
Elizabeth Guhman, Class III

Vice President of Child and Adolescent Services
Prairie View, Inc.

Jose Gutierrez, Class VII

District Manager
Farmers Insurance

Chris Haislett, Class IV

Contract Compliance Officer
City of Wichita

Janet Hamous, Class I

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Laura Hands, Class V

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Koch Industries, Inc.

Audrey Hane, Class II

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Newman University

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The Independent Upper School

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Teketa Harding, Class I

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Christy Harmon, Class VI

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Garney Hill, Class I

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Saint Mark United Methodist Church

Tori Hinote McIntyre, Class I

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Dan Hogan, Class I

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The Coleman Company, Inc., Golden, Colo.

Jean Hogan, Class I

Director
Medical Service Bureau

Joley Hoover, Class V

Vice President, Retail Banking Director
Fidelity Bank/Oklahoma Fidelity Bank

Carol Houdyshell, Class IV

Chief Financial Officer
Inter-Faith Ministries

Carol Howard, Class III

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Terri Hutton, Class IV

BU Training Lead
Cargill

William Jackson, Class II

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Crystal Jackson-Aluko, Class V

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Catherine James, Class II

Employment Manager
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Owner
Embark: Solutions for Life

Tim Johnson, Class VI

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City of Newton

Will Johnson, Class VI

Butler County Administrator
Butler County

Pat Jones, Class V

Executive Director
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Retired
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Workforce Alliance of South Central Kansas

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