



ADVANCE KANSAS

**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 full-day 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.

In Advance Kansas, leaders delve into real-time issues in our community and work to create initiatives to address those challenges. Between workshop days, participants meet in small groups to develop community action projects. The program culminates with each group’s presentation of their community action projects.



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

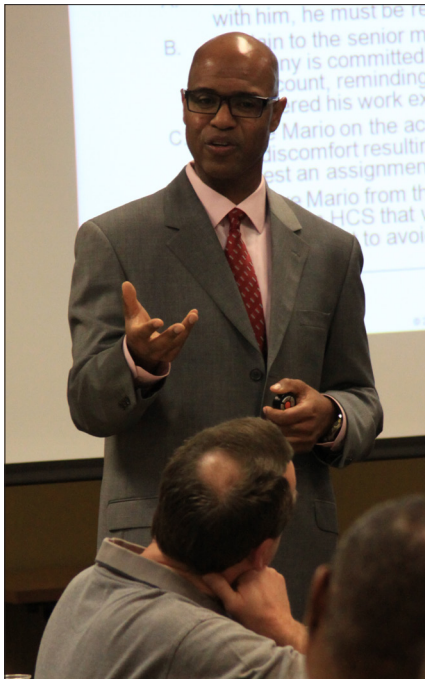
A Message from Juan Johnson

For the past nine 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 340 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



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.

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 address diversity issues as well as opportunities.



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

Day 2

- Facilitate productive dialogue 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.

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 issues polarizing communities across the country.

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.

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 X. Applications are due November 27, 2017.

Advance Kansas, Class IX Schedule

Activity	Dates	Time	Location
Orientation	Jan. 26, 2018	1:30 – 6 p.m.	Butler Community College, Andover
Day 1	Feb. 16, 2018	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 2	March 9, 2018	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 3	April 6, 2018	9 a.m. – 4:30 p.m.	Butler Community College, Andover
Day 4	May 4, 2018	8:30 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

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 is moving it forward.



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.

The Mixer Challenge

Students from Andover & Wichita Southeast competed in teams made up of a student from each school. Each team prepared a dessert and appetizer. Three local chefs picked the winners, but the bigger goal was to allow students to share an experience with someone new, have fun, and make new friendships.



Advance Kansas Community Projects, continued



Homeless Graduates

This 2015 project 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.

Horsin' Around

As part of Advance Kansas Class IX, one of the projects partnered with Kansas Big Brothers Big Sisters and Spirits Healing Souls to create "Horsin' Around," bringing the power of equine therapy to children who have yet to be matched with a Big Brother or Big Sister. Children are brought to the Spirits Healing Souls facility for a day of fun while interacting with and learning about horses and one another. Two groups of pre-teenaged adolescents will have this opportunity: six from an urban area (Sedgwick County) and six from a relatively rural area (Butler County). Due to heavy rain, the spring date occurred but activities had to be modified. The team is planning to do another in the fall and is hoping for better weather.



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 nearly 10,000 students, is the second largest community college in the state. Butler offers nearly 90 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).

ADVANCE KANSAS GRADUATES*

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Diversity and Inclusion Committee Chair
Junior League of Wichita

Suzie Ahlstrand, Class I

Mohammad Zafar Akbar, Class III

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Butler Community College

Rob Allison, Class I
Consultant

Crystal Aluko, Class V
Academic Success Coach/Coordinator of Tutoring
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Bombardier Learjet

Amanda Arroyo, Class VII
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Bombardier Learjet

Keith Asplund, Class VI
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Delta Dental of Kansas

Lisa Atcheson, Class III
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Jessica Atherton, Class IX
Brand Strategist
Fidelity Bank

Michael Aumack, Class VIII
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Small Business Administration

Heather Bachman, Class III
Lieutenant
Wichita Police Department

Susan Bacon, Class II
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Sedgwick County

Amy Ball, Class VIII
Customer Service
JR Custom Metal Products

Amanda Bally, Class IX
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Wade Banks, III, Class III
Facilities Manager - OKC site
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Prisca Barnes, Class II
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Storytime Village, Inc.

Sheri Barnes, Class V
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KDVR/KWGN, Denver, Colo.

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Small Business Administration

Patrick Belt, Class IV

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Vice President Human Resources
Dean & DeLuca

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Airbus Americas Engineering

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Wesley Medical Center

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Dean, Humanities & Social Sciences
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Educator
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Lorenza O. Breckenridge, Jr., Class IV
Resident Construction Manager
Amec Foster Wheeler

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Former Mayor / Senior Manager, Public Affairs
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Meritrust Credit Union

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Yolanda Camarena, Class VI
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Kansas Hispanic Education and Development Foundation

Marla Canfield, Class IX
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Learning and Development Manager
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A POWERFUL NETWORK COMMITTED TO PROGRESS*

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Suzy Chapman, Class VIII
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James Chism, Class I
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Community Volunteer

Ebony S. Clemons, Class VI
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Stacy Cofer, Class VI
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PDS Tech

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Jon Cressler, Class IX
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Greater Wichita Partnership

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Robert Layton, Class V
City Manager
City of Wichita

Tavis Leake, Class III
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Sedgwick County Fire Department

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City of Wichita

Emily Lies, Class VI
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Greater Wichita YMCA

Martha Linsner, Class VII
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La'Sanda Linzy, Class V
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UCI

Beverly Morlan, Class II
Retired
American Red Cross

Randall Moss, Class III
Retired
Butler Community College

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
Director of Development
Susan B. Allen Memorial Hospital

Mahmud Nabi, Class V
Manager, Authorized Service Centers
Textron Aviation

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

ADVANCE KANSAS GRADUATES*

Carol Nazar, Class II
Retired
Wichita Community Foundation

Kathy E. Neely, Class IV
President & CEO
Myken, LLC

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

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

Ben Nelson, Class V
Strategic Services Manager
City of Wichita

Dee Nighswonger, Class IX
Director
Sedgwick County Development Disability Organization

Tim Norton, Class VI
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

Thea Pajunen, Class IX
Marketing Specialist
Fidelity Bank

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
Director of Mill Levy, Mobility, & Housing
Sedgwick County

Deb Perbeck, Class III
Human Resources Director
City of Newton

Mario Perez, Class V
Executive Director
Boy Scouts Of America, El Paso, Texas

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

Dana Pfingsten, Class IV
Human Resource Manager
Envision, Inc.

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

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

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

Portia Portugal, Class VIII
Executive Director
Dress for Success Wichita

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

Rachel Prine, Class V
Congregation Director of Human Resources
CSJ Initiatives

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

Lisa-Marie Pulley, Class IX
Director of Marketing
Wichita Independent Business Association

Claude Puntel-Sessions, Class V
President
Cross Cultural Institute

Bill Ramsey, Class VIII
Director of Communications
The Insurance Guys - Kansas

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

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

Bill Rinkenbaugh, Class II
VP of Student Services
Butler Community College

Heather Rinkenbaugh, Class VII
Director of High School Academic Partnerships
Butler Community College

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

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

Shaun Rojas, Class VI
Director of Community Initiatives
Kansas Leadership Center

Sally Rose, Class VIII
Supervisor, Customer Relations Center
Westar Energy, Inc.

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

Nickaila Sandate, Class IV
Senior VP Programs
EmberHope

Karen Schmidt, Class VII
Executive Director
Women's Initiative Network (WIN)

Lesley Schmidt, Class IX
Civil CADD Technician / President
MKEC / Kansas Agri-Women

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

Andrew Shact, Class III
Vice President Tax & Treasurer
Mimecast, Watertown, Mass.

Ricky Shellenbarger, Class VI
Emergency Manager / Planning Officer
Sedgwick County

Denise Sherman, Class VII
Director - Organizational Partnerships & Center for
Corporate Learning
Southwestern College Professional Studies

DeAnn Shimp, Class VIII
Director of Advising
Butler Community College

Amy L. Shoemaker, Class I
Human Resources Director
City & County of Denver, Denver International Airport

Deann Smith, Class I
Executive Director
United Methodist Open Door

Lon Smith, Class VIII
Chief Development Officer
Museum of World Treasures

Shelbye Smith, Class III
Human Resources Manager
iSi Environmental Services

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

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
Deputy Fire Chief
City of Wichita

A POWERFUL NETWORK COMMITTED TO PROGRESS*

Steve Spade, Class VII
Transit Director
City of Wichita

Michele Spainhower, Class VII
Project Manager, Healthy Babies
Sedgwick County Health Department

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

Deborah Stubblefield, Class IV
Quality Assurance Leader
Textron Aviation

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

Lester Terry, Class VII
Learning & Development Manager
T-Mobile

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

Tricia Thomas, Class III
Associate Planner
Wichita Area Metropolitan Planning Organization

Lee Anne Thompson, Class III
AVP & Employee Benefits Manager
TCK Trust & Financial Advisors, Lawrence, Kan.

Samuel Thompson, Class VIII
Diversity and Inclusion Program Manager
T-Mobile

Ashley Thorne, Class V
Executive Director
CASA of Sedgwick County

Jon Tiger, Class II
Retired
Spirit AeroSystems, Inc.

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

Mandy Trainer, Class IV
747/767/777/777X Business Manager
Spirit AeroSystems, Inc.

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

Becky Tuttle, Class V
Project Manager
Medical Society of Sedgwick County

Aggie Tuxhorn, Class IX
Director of Corporate Engagement
Meritrust Credit Union

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
Senior Coordinator TRiO Upward Bound
Palo Alto College, San Antonio, Texas

Melinda Walker, Class II
Purchasing Manager
City of Wichita

Stacy Ward Lattin, Class IX
Business Development
Zemco, Inc.

Elizabeth Wasson, Class IV
Director Human Resources
Hall's Culligan

Shannon Wedge, Class VIII
Executive Director
Goddard Education Foundation

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

Juston White, Class VII
Chief Professional Officer
Boys & Girls Club

Lisa White, Class IV
Senior Human Resource Specialist
City of Wichita

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

René White, Class IX
Manager-Human Resources
Intrust Bank

Rachel White-McQuillan, Class IX
SW Region Substation Supervisor
Westar Energy, Inc.

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

Lavonta Williams, Class II
City Council Member District One
City of Wichita

Lee Williams, Class I
CEO
Central Star Credit Union

Michael Williams, Class V
Regional Manager, VP
Fidelity Bank/Oklahoma Fidelity Bank

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

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

Brad Wilson, Class IX
Retail 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
AVP, Private Banking Relationship Manager
Commerce Bank

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
Director, Talent Management & Diversity
Westar Energy, Inc.

Rachael Woods, Class VIII
Senior Manager, Defense Systems Engineering Integration
& Test Leader
Spirit AeroSystems, Inc.

Larissa Wray-Tolbert, Class III
Senior Manager, Human Resource Business Partner
T-Mobile

Donna Wright, Class I
Small Business & Corporate Consultant

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

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: _____

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.

If you could do one thing to make south central Kansas better, what would it be?

I have reviewed the program's scheduled dates and am committed to attending all of the class sessions and will be an active participant in my group's community action project (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. ☐

**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 27 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.

FOR MORE INFORMATION about this unique and prestigious community initiative, call 316-218-6355, email advanceks@butlercc.edu, or visit www.butlercc.edu/advance-kansas.

