

# Values-Driven Portland

A discussion on diversity, inclusion, and workplace individuality in Portland tech



## About Us



Heather  
Knight



Gabrielle  
Blackwell



Emma  
Holland

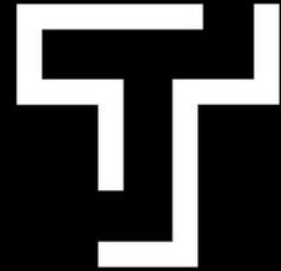
## About Our Hosts



CENTRL



Portland  
Women In Tech



Thinkful

## Before We Begin

- What is said in this room, stays in this room.
- Listen to understand the voices here, not to respond.
- If you disagree, focus on ideas and behaviors not the individual.
- This a place to learn and grow. Be open.
- Speak from your own experience. Avoid generalizing.
- Participate as you feel comfortable.

## Please Remember

Defending our **intentions** may alienate us from those around us.

We will be often be sharing from the **impact** experiences have had on our own personal journeys.

**This **impact** may differ from our **intentions**.**

## About You!

Who are you?

What do you do?

Why do you want to be here?

## First - An Activity!

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On the boards around the room are questions about our discussion.

Take your sticky notes and give your response, in one sentence, to each of the questions.

Take your time!

We will launch our discussion further with the shared answers once everyone has finished.

# Implicit and Unconscious Biases

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How do you celebrate personal values  
within workplace values?

What does it mean to "call foul" when  
those values are not honored?



# Celebrating Values

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How do personal experiences add to workplace culture?

What is an inclusive workplace environment?

# Change

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How does a workplace develop its escalation process?

How do you address the fear of retaliation in the workplace?

What is the workplace cultural effect of change management?

# Communication

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What accessible avenues are available for HR related communication?

How are leadership changes addressed to a company?

What additional mediums of communication are available for employees?

