



## MICHIGAN COUNTIES VIRTUAL LEGISLATIVE CONFERENCE

APRIL 28-29, 2021

### Dispelling the Myths of Diversity, Equity and Inclusion (DEI) in County Work

Qualifies for credit in MAC's County Commissioner Academy.

10:45 AM - 11:45 AM



#### Robyn Afrik

Director of Diversity, Equity and Inclusion (DEI), County of Ottawa

Robyn serves as the first Director for the Ottawa County Office of Diversity, Equity and Inclusion (DEI), established in 2019. With over 280,000 residents and the third fastest growing county in Michigan, the office convenes key relationships with local community, business and policy leaders; including local units of government in order to lead and develop a DEI strategic plan. She is responsible for assessing implicit bias in current policies and decision-making processes with a goal to operationalize DEI throughout the organization.

With more than a decade of experience leading DEI in multiple industries across the U.S., which include for-profit, public and non-for-profit sectors, she has developed a deep expertise in identifying, evaluating and mitigating risks and opportunities as a business and community advisor to board and senior level management. She's also developed and consulted on leading DEI frameworks for high profile and global level projects. In addition, Robyn is an author, adjunct professor at Hope College and has served on multiple boards and committees.

#### Roger A. Bergman

Ottawa County Commissioner

My background is shoe retailing and I have been involved in the business since 1966, 54 years. I became involved in local politics in 1999 when I was elected to serve on the Grand Haven city council. After serving one 4 year term I was elected mayor. I served 4, 2 years terms as mayor and then decided to try something more exciting. I ran for Ottawa County commissioner and have since 2012 served with this being my 5th term. In 2020 & 2021 I was elected as chairman.

#### Session Description:

Ottawa County established the first office of DEI in 2018 and fully staffed in 2019. Come hear about the origins of the office, it's current priorities and what the role of a commissioner looks like in this work.

Attendees will learn to identify the relational leadership lessons needed to begin, continue or improve their DEI work, while learning about the five essential leadership competencies of an effective D&I practitioner. We will assess the function of DEI in government and why definitions matter. Participants can expect time for a robust discussion and Q/A.