



DEI Empowerment Conference Selection Process

Selection Committee

We use a committee system to select presentations. The committee is comprised of volunteers from DEI professionals at various state agencies and members of our [business resource groups](#). We typically have 5-7 committee members reviewing presentations and selecting the final conference agenda based on the criteria listed below.

Bias Busting in Selection Process

Presentation materials are redacted to attempt to reduce name recognition bias. The committee is asked to score the redacted submissions based on a set of criteria.

Because our committee is inclusive of many identities, topics that speak to multiple communities tend to do better. There are, however, some topics that need to be very community specific and we try to adjust for that as well.

Final Agenda Development

We also make a point to ensure we are covering a variety of topics and identities in our final agenda.

We routinely receive over 50 submissions for each year's conference and we have to narrow down to 16. These choices are hard choices as we see so many promising topics and presenters.

Presentation Proposal Sharing

Be aware we share submitted proposal lists with other state agencies and state sponsored conferences looking for potential speakers,

Selection criteria

Q1. Does the content align with state initiatives, DEIB & [PEAR](#)?

Q2. Is the content highly time sensitive or relevant to current world civics and US culture?

Q3. Does the submission clearly identify how the proposed presentation will address one or more of the state-identified learning focus areas

Q4. Has a clear abstract and key take-aways (learner objectives) been submitted?

Q5. Does the presenter identify ways that will engage the audience other than lecture and PowerPoint presentation? For instance, speaker panel, storytelling, the use of polls, video, etc.

Q6. Do presentation materials demonstrate the use of inclusive language, scenarios, and images, etc.?

Q7. Does the presentation experience identified by the presenter seem to indicate they are qualified to manage the presentation of the proposed topic to a diverse audience?

Q8. Does the presenter describe their experience in providing a welcoming learning environment for participants of diverse and intersectional identities with unique lived experience, abilities, and backgrounds.