

Cultural Diversity Resources

3rd Annual Diversity Conference

“Embracing Diversity in the Public and Private Sectors”

Presenter’s and Speaker’s Bios



Chief Keith Ternes

Keith Ternes is the chief of police for the Fargo Police Department in North Dakota, where he has been employed for the past twenty-three years, serving as chief since 2006. He earned his B.S. in management from the University of Mary, is a graduate of the Northwestern University School of Police Staff and Command, and is a graduate of the FBI National Academy. He is a member of Police Executive Research Forum, the International Association of Chiefs of Police, the North Dakota Chiefs of Police Association, the Minnesota Chiefs of Police Association, and the North Dakota Peace Officers Standards and Training Board executive board.



Lt. Greg Lemke

Greg Lemke has 25 years of experience in Law Enforcement, 24 of those with the Fargo Police Dept. Greg currently serves as a Patrol Lt. and as one of the department's GLBT Liaison Officers. Greg has been instructing courses in Hate Crimes and GLBT issues for the past 7 years. Greg also is a member of the Moorhead City Council and has been for 9 years, as part of those duties he is the vice-mayor and a member of the Board of Directors of the National League of Cities and President of the constituency group GLBTLO.

Officer Jeanine Brudenell

Jeanine Brudenell has been employed as a police officer with the Minneapolis Police Department since June 1994. She worked patrol until 1999, and was assigned for a portion of that time in the Cedar Riverside neighborhood, which is the most densely populated Somali neighborhood in the U.S. Other work experiences included: Minneapolis Command Community Response Team, Narcotics Unit, Repeat Offender/Vice Unit on Juvenile Prostitution, Anti-Terror U nit, & Homeland Security cases.

Starting in 2005, Jeanine participated and co-led the East African Area Studies Group monthly meetings with federal, state and local law enforcement agencies on various issues. Consequently,

there were extensive research, meetings and liaison with the Somali community. She was assigned the Somali Community Liaison for the police department where she works exclusively with the Somali community throughout the City of Minneapolis. Presently, she is working with Somali organizations involved in youth outreach to assist with juvenile diversion. Jeanine has also made numerous presentations and training regarding Somali culture, gangs and crime.

The Honorable Judge B J Jones:

BJ Jones is the Chief Judge for the Sisseton-Wahpeton Oyate Tribal Court in South Dakota and the Prairie Island Indian Community in Minnesota. He is also the Chief Justice for the Turtle Mountain Tribal Court of Appeals in North Dakota and also sits on numerous other Tribal Courts in the Dakotas and Minnesota including: Flandreau-Santee Sioux, Standing Rock Sioux, Fort Berthold District Court, the Oglala Sioux Supreme Court, the Leech Lake Tribal Court and the Mille Lacs Band of Ojibwe Indians. He directs the Tribal Judicial Institute at the University Of North Dakota School Of Law where he also teaches courses on Indian Law and Poverty Law. The Institute has worked with over 250 Indian tribal justice systems in assuring that effective and culturally-appropriate justice is delivered in Indian communities. Judge Jones is a 1981 Phi Beta Kappa graduate of Virginia Tech and a 1984 graduate of the University Of Virginia School Of Law. He is licensed to practice law in North Dakota, South Dakota and the federal courts including the US Supreme Court.



Jill Berg

Jill Berg is the Owner/President of Spherion in Fargo and Bismarck, ND. Spherion, a recruitment and outsourcing company, supplies temporary, temp-to-hire, permanent placement and on-premise personnel to client companies.

Jill started the first Spherion franchise in North Dakota in 1994 in Fargo and opened the Bismarck market in 1997. She has 15 employees on her staff throughout North Dakota with a network of two branch offices and one on-site location. Spherion places Office Support, Call Center, and Light Industrial and Professional employees for numerous clients.

In addition to her recruiting and staffing expertise, Jill consults with clients on workforce development and human resource strategies. She is a certified behavioral analyst in the Predictive Index assessment and also trained in Myers-Briggs, SalesMax, Select and the Polaris Job Fit Inventory. She has received numerous recognition awards for both operational and sales excellence from Spherion Corporation.

Jill is active in the Fargo Moorhead Chamber of Commerce having served on the Membership Committee for 8 years and on the Business Training Committee for 8 years. She is a member of Fargo West Rotary and serves as the immediate Past President. Jill is Past President of the national Spherion Franchise Advisory Board. She is active as a member of the Fargo Moorhead

Human Resource Association and SHRM as well as the United Way Community Investment Committee and Northern Lights Council of the Boy Scouts.

Jill has a B.A. in General Studies with an Emphasis in Psychology and English from Ambassador University in Pasadena, California. Jill brings over 25 years of business entrepreneurship, staff development, sales and financial business management



Yoke Sim Gunaratne

Yoke Sim Gunaratne is the Executive Director of Cultural Diversity Resources (CDR) since its inception in 1994. CDR is a 501(c)3 tax exempt nonprofit whose mission is to build communities that value diversity in Cass County, North Dakota and Clay County, Minnesota. In her current job, she works with refugees, immigrants and minority individuals from diverse cultural and ethnic backgrounds. Programs developed during her time include diversity training, annual diversity conference, multi-ethnic leadership development, financial literacy and employment readiness and various cultural events. She also started a three year federal funded Native American Center Project in October 2009. Prior to working at CDR, she was the refugee resettlement manager for Lutheran Social Services of ND and a Community Development Officer at North Dakota State University's International Office

Ms. Gunaratne received her Bachelor of Social Sciences from Science University of Malaysia. She has a Masters of Arts degree in Sociology from the University of Queensland in Australia and was a part-time instructor at the University of Central Queensland in Rockhampton, Australia.

Ms. Gunaratne has more than 20 years of experience working and presenting on nonprofit and diversity issues. She is certified as a Professional in Human Resources (PHR). She is trained in "Seeking Educational Equity & Diversity" (SEED) curriculum for teachers and has facilitated SEED seminars for both Moorhead and Fargo School Districts for more than fourteen years. She provides diversity training and consultation to various businesses, community agencies, governmental entities and professional associations. In addition, she is trained as a facilitator through West Central Initiative Community Foundation.



Dr. Whitney Stewart Harris

Dr. Whitney Stewart Harris is Executive Director of the Diversity and Multiculturalism division in the Office of the Chancellor of the Minnesota State Colleges and Universities system. Prior to assuming this appointment on July 1, 2005, Dr. Harris served as the Director of Diversity and Affirmative Action at Eastern Michigan University in Ypsilanti, Michigan. He also served as an adjunct in the Department of Women and Gender Studies. Other positions that Dr. Harris has held include Vice President of Special Services and Social Equity and Professor of Teacher Education at McNeese State University in Lake Charles, Louisiana.

Dr. Harris' affiliations include memberships in the American Association for Affirmative Action, Phi Kappa Phi Honor Society, National Association for the Advancement of Colored People, and the Southern Poverty Law Center.

Dr. Harris holds degrees in education, psychology and theology, with a doctorate in educational foundations and administration.



Mary Beth Dahl

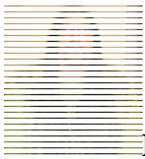
Mary Beth Dahl has been a Stratis Health program manager and quality improvement consultant since 2000. She currently leads the Culture Care Connection initiative, which includes working directly with primary care clinics across the state of Minnesota on cultural issues and challenges, as well as providing oversight to the newly created www.culturecareconnection.org Web site. She also is involved with several health care coalitions and planning committees, including the Disparities Task Force, Interpreter Stakeholders Group, Minnesota Diabetes and Heart Health Collaborative, Minnesota Health Literacy Partnership, and The Exchange.

Ms. Dahl is a Registered Nurse, Certified Professional Coder (CPC), and Certified Professional in Healthcare Quality (CPHQ). Her background includes health care quality improvement work in disparities reduction with underserved communities, guideline development and implementation, utilization review, compliance, and nursing. She has worked with clinics for nearly twenty years in a variety of capacities. Ms. Dahl received a Associate Degree in Nursing from Lakewood College in White Bear Lake, MN and a Bachelor Degree from Bethel University in St. Paul, MN.



Donna M. Grandbois

Dr. Donna M. Grandbois is currently an Assistant Professor of Nursing at North Dakota State University. She teaches in both the graduate and undergraduate nursing programs and has completed both a Substance Abuse and Mental Health Services Administration/American Nursing Association (SAMHSA/ANA) fellowship and post-doctoral fellowship. Dr. Grandbois has a master's degree in psychiatric/mental health nursing and has taught both mental health theory and served as a psychiatric clinical instructor at the University of North Dakota for six years before coming to NDSU. She earned a doctoral degree in Gerontology from the College of Human Development at NDSU in 2008. Her program of research focuses on the resilience and empowerment of Native American elders and the communities in which they live. She has published several articles on this topic and has presented her work both regionally and nationally. Dr. Grandbois grew up near Dunseith, ND and is an enrolled member of the Turtle Mountain Band of Chippewa Indians, Belcourt



Delvin Rogers, "Red Hawk"

Delvin Rogers, "Red Hawk" is the interim Native American spiritual advisor through the City of Fargo Native American Commission. As such he leads weekly sweats that are open to anyone at the Native American Sweat Lodge in South Fargo. Delvin also provides sweats as requested by individuals. Delvin is gifted to work with specific healing medicines through fasting and sundances. He is also gifted to be a prayer leader in the Lakota traditions and is a Spiritual Helper in the Arikara traditions. Delvin is a professional speaker on Native American culture and topics. He has done smudging ceremonies at the request of Hospice, Innovis and Meritcare-Sanford. In addition to a spiritual leader, Delvin is the only autopsy assistant at Meritcare and is a Diener – Led to the Spiritual Way.

Business Professionals: Hornbachers, Tecton Products, and Drayton Foods

- 1. Jennifer Weisgram, Human Resources Manager for Hornbacher's/Supervalu Foods**
She has been with Hornbacher's Foods, the largest grocery store in Fargo-Moorhead metro area since 2003. She developed the first HR role at Hornbacher's and serves as a strategic business partner. Jennifer has driven organizational improvements in many areas e.g. diversity in management roles and throughout the organization; succession planning, customer satisfaction and communications. She has a Bachelor of Arts degree from Luther College, IA and MBA from University of Mary, ND.
- 2. Christopher (Chris) Volmer, Vice President of Operations & Administration at Drayton Foods, PHR**
In his role, he develops, directs, coordinates and administers various human resources plans and procedures for company personnel ranging from recruitment, organizational development, cultural competency, benefits, employee and community communications. He has a Master's Degree in Business Management and is in the final stages of fulfilling his dissertation requirements for his Doctoral Degree in Business Administration.
- 3. Amber Unser, Human Resources and Training Manager at Tecton Products, PHR**
Since 2004, she started work at Tecton Products, a subsidiary of Marvin Companies, which manufactures innovative, fiberglass building products on a 24/7 schedule. Ms. Unser is a member of the adjunct faculty for the University of Mary's Fargo Center. She facilitates Human Resource concentration courses at the graduate and undergraduate level. In addition, her areas of professional expertise include the development and facilitation of training, employee relations management, succession planning, program and policy development, and the strategic analysis of workforce metrics. She has demonstrated her ability to improve lines of communication, facilitate organizational change, and work with supervisors in making the most of the diversity within their team.

Ms. Unser received her MBA, with an emphasis in Organizational Management, from the University of Phoenix. Her Bachelor of Science degree is in Management and was earned from the University of Mary in Bismarck, North Dakota.

Moorhead Public Schools

- Amanda Kuehn, Speech-Language Pathologist, 1 year of teaching,
- Ronda Buysse, Early Childhood Special Education teacher, 20+ years of teaching,
- Jennifer Butze, Early Childhood Special Education teacher, 20+ years of teaching;
- Kathy Flagtwet, Speech-Language Pathologist, 20+ years of teaching,
- Jennifer Winter, Early Childhood Special Education teacher, 3 years of teaching,
- Sheila Stadstad, School Social Worker, 5 years,
- Nadine Moon, School Social Worker, 3 years.