AN INNOVATIVE DIVERSITY INITIATIVE
FOR LEADERS

WITH SUPPORT FROM

Butler Community College
SPIRIT AEROSYSTEMS
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Merittrust
ENVISION
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.

As an important part of the Advance Kansas experience, teams of participants meet between workshop days to accomplish projects in the community. In the course of doing so, relationships strengthen and participants gain broader understanding of issues, challenges, and opportunities facing our community and citizens. The program culminates with each team’s presentation about their community-action project.

Discussions and interactions in the program facilitate new and deeper relationships.
A Message from Juan Johnson

For the past 10 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 380 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.

Topics

- Defining Diversity
- Exploring the Complexity of Diversity
- The Case for Inclusion
- Dialogue Across Differences
- Personal Stories of Impact and Inspiration
- Intent vs. Impact: Unconscious Bias, Tone Deafness, Etc.
- Diversity Blind Spots
- Race and Gender Equity
- #Me Too
- #Living While Black
- Tools and Frameworks for Leaders
- Four Generations at Work
- iGen (Generation Z) Trends
- Socioeconomic Challenges
- Systemic Disadvantages: Ethnicity, Expressions of Faith, Gender, Mental/Physical Characteristics, Race, Sexual Orientation

Deliverables

- An additional lens through which diversity can be viewed.
- Tools for examining diversity dynamics, diagnosing underlying tension and making effective decisions.
- Frameworks to guide group and organizational diversity management processes.
- An opportunity to build new and deeper relationships across multiple diversity dimensions.
- An opportunity to contribute to address local issues and opportunities.
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 XII. Applications are due November 25, 2019.

Advance Kansas, Class XI Schedule

<table>
<thead>
<tr>
<th>Activity</th>
<th>Dates</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day 1</td>
<td>Feb. 14, 2020</td>
<td>9 a.m. – 4:30 p.m.</td>
<td>Butler Community College, Andover</td>
</tr>
<tr>
<td>Day 2</td>
<td>Feb. 28, 2020</td>
<td>9 a.m. – 4:30 p.m.</td>
<td>Butler Community College, Andover</td>
</tr>
<tr>
<td>Day 3</td>
<td>March 27, 2020</td>
<td>9 a.m. – 4:30 p.m.</td>
<td>Butler Community College, Andover</td>
</tr>
<tr>
<td>Day 4</td>
<td>May 1, 2020</td>
<td>9 a.m. – 4:30 p.m.</td>
<td>Butler Community College, Andover</td>
</tr>
<tr>
<td>Day 5</td>
<td>June 5, 2020</td>
<td>8 a.m. – 2 p.m.</td>
<td>To be determined</td>
</tr>
</tbody>
</table>

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

Advance Kansas participants apply what they learn as they work in teams to complete projects addressing real-time community issues. Shown below are a few of the dozens of projects carried out over the years. While the nature of projects varies widely, the intent is always to positively impact the community and enrich the lives of people who live here.

Human Capital Challenge
The mission of Dream Keepers is to engage, enrich, and inspire middle school students while providing educators and parents information about career paths in STEM or skilled technical fields that enable middle school students to make informed decisions about their future to fulfill the workforce pipeline for tomorrow. STEM Days emerged as the initial focus of Dream Keepers. Advance Kansas teams, industry representatives, and school personnel collaborated to plan and pilot STEM Days during the 2018/19 school year. Four industries were presented for all 7th graders at Coleman Middle School and Jardine STEM and Career Explorations Magnet Middle Academy. Each day introduced careers in a different industry: aerospace, automotive, construction, and public utility. Leadership was provided by Advance Kansas team members representing each industry. Their contributions included developing pre-STEM Day educational materials for classroom use, developing STEM Day activities to engage students through hands-on learning, and recruiting volunteers to assist with STEM Day activities.

Two new teams formed during the 2019 Advance Kansas session to build on the work. One team developed a toolkit (Dream Builders) with tips and expectations for industry ambassadors. A second team identified additional industry ambassadors and made plans to expand STEM Days to five schools. This year, STEM Days will be held at Coleman, Jardine, Marshall, Hamilton, and Stucky middle schools reaching approximately 1100 students.

ICTalent Initiative
This group was interested in attracting and retaining talent in the Wichita area. Taking their inspiration from a similar program in South Carolina, the team adapted the program to fit Wichita’s unique needs while addressing the technology needed to make it work. Later that same year, the Wichita Regional Chamber of Commerce agreed to be the host organization for the program and money was raised to support it. ICTalent became Wichita Connect.

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.

ICTNeighborGOOD
Team created #ICTNeighborGOOD, a campaign to redefine the region as a desirable place to work by focusing on neighborhoods and personal interaction. They plan to launch #ICTNeighborGOOD as a social media campaign before the end of 2019.
Advance Kansas Community Projects, continued

Career Courtship
Proposed Career Courtship in partnership with W/ (fka Young Professionals of Wichita). The idea was for businesses to be present on college campuses in a more intentional way than job fairs to focus on building relationships with high-performing students in hopes that this network of relationships will draw them back to Wichita after graduation. W/ held an event, “Keepers of the Future” at Friends University with 10 businesses and 50 students participating. A second iteration of “Keepers of the Future” is slated for March 2020 at WSU. W/ intends to expand to include other colleges and universities.

Diversity Toolkit
Advance Kansas team developed and populated an online diversity toolkit with content and worked on plan to share and sustain it. Plans are being made to house the toolkit online on the Wichita SHRM chapter’s website and their Diversity & Inclusion committee will ensure the toolkit retains validity and value.

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 8,000 students, offers more than 80 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).
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Chad Albin, Class X
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Cox Communications
Kirsten Allen, Class V
Director of Admissions
Butler Community College
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Consultant
Crystal Aluko, Class V
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Friends University
Kristi Arno, Class VIII
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Bombardier Learjet
Keith Asplund, Class VI
Lisa Atcheson, Class III
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Fidelity Bank
Michael Aumack, Class VIII
Economic Development Specialist
US Small Business Administration
Kali Babich, Class XI
Communications Coordinator
Wichita Community Foundation
Heather Bachman, Class III
Lieutenant
Wichita Police Department
Shamain Bachman, Class X
Senior Director of Marketing & Education
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Susan Bacon, Class II
Manufacturing Engineer (Retired)
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Katie Bair, Class IV
Vice President of Human Resources
Conco Construction, Inc.
Greg Baker, Class VI
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Sedgwick County
Amy Ball, Class VIII
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JR Custom Metal Products
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Sheri Barnes, Class V
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T-Mobile
Wayne Bell, Class V
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Maria Bias, Class V
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Jim Morgan Pest Control
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Wood
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Friends University

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Kansas Hispanic Education and Development Foundation

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Cathrine James, Class II
Human Resources Coordinator
voestalpine

Troy Jellison, Class VIII
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City of El Dorado / Butler Community College

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CORE of Wichita / City of Wichita

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Wichita State University

Tim Johnson, Class VI
Director of Community Development
City of Goddard

Wendy Johnson, Class X
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Will Johnson, Class VI
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Janelle Jones, Class VIII
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Pat Jones, Class V
Executive Director
Raise My Head Foundation

Peggy Jones-Fox, Class IV
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University of Phoenix

Stephen Kamunge, Class X
Structural Engineer
Airbus Americas Engineering

Jitendra Kapur, Class XI
Director, Corporate Accounting
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Andy Kasowski, Class I
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Cessna Aircraft

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City of Andover

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Borrego Solar Systems, San Francisco

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R.D. Henry & Company

Mike King, Class II
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Spirit AeroSystems, Inc.

Pamaline King-Burns, Class III
Community Mobilization Coordinator
Sedgwick County Health Department

Heath Kintzel, Class X
School Resource Officer
City of Andover

Melissa Knoebel, Class V
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Fidelity Bank

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Julie Kobbe, Class V
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Butler Community College

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President
JR Custom Metal Products

Stephanie Kou, Class XI
Program & Project Manager Consultant
Emprise Bank, San Diego

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Sedgwick County Sheriff’s Office

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Retired
Intrust Bank, NA

Michelle Lohrenge, Class III
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Spirit AeroSystems, Inc.

Jonathan Long, Class VII
Director, Community Advancement
Wichita Regional Chamber of Commerce

Vicki Long, Class II
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Butler Community College

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Director - Consumer Banking
Intrust Bank

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Kansas Hispanic Education and Development Foundation

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The Boeing Company, Seattle, Wash.

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Allen, Gibbs & Houlik

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Sedgwick County Health Department

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Textron Aviation

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ACLU of Kansas

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Building Controls & Services

Marla McFarland, Class VI
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City of Arkansas City

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Human Resources Business Partner
Wesley Medical Center

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CEO
Starkey, Inc.

Vivian McMillan, Class XI
Financial Planning & Analysis Lead, Retail Channel
Cargill

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McNay and Voth Coaching Services

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Section Chief
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Workforce Alliance of South Central Kansas

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County Commissioner
Sedgwick County

Michael Mendoza, Class XI
Title
Org

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Nonprofit Chamber of Service

Catherine Mitchell, Class IV
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Dany R. Monares, Class IV
St. Francis Community Services, Newton

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T-Mobile, Tampa, Florida

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Human Resources Manager
Koch Industries, Inc.

Robert Moody, Class VII
Attorney
Martin Pringle Attorneys at Law

Charlie Moon, Class IV
Development Consultant

Rich Moon, Class XI
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Envision, Inc.

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American Red Cross

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BKD CPAs & Advisors

Randall Moss, Class III
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Butler Community College

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Intrust Bank
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Keri Myers, Class VII

Mahmud Nabi, Class V
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Textron Aviation

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Human Resources Manager
City of Augusta

Carol Nazar, Class II
Director of Donor & Grant Making Services (Retired)
Wichita Community Foundation

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Chicago, Ill.

Amber Neises, Class VIII
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Schroffield Corporation, LLC

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Central Plains Health Care Partnership

Ben Nelson, Class V
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Sedgwick County

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IBC Bank, Houston

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Independent Living Resource Center

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Human Resources Director
City of Newton

Mario Perez, Class V
Deputy Scout Executive/COO
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Polston Tax Resolution and Accounting

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Meritrust Credit Union

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President & CEO
Wichita Regional Chamber of Commerce

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USD 259 Wichita

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Koch Industries, Inc.

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Wichita Community Foundation

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Bigs + Paul Attorneys at Law / Barefoot Marketing

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Cross Cultural Institute, Eugene, Oregon

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WSU Tech

Bill Ramsey, Class VIII
CEO
Soteria Technology Solutions

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Achivia Credit Union, Clearwater, Fla.

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Change Management
Koch Industries, Inc.

Keith Reynolds, Class IX
Employee Relations & Title IX Director
USD 259 Wichita

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Cox Business

Sangita Richardson, Class X
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Spirit AeroSystems, Inc.

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Fidelity Bank/Oklahoma Fidelity Bank

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VP of Student Services
Butler Community College

Heather Rinkenbaugh, Class VII
Dean of Online, High School and Community Learning
Butler Community College

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Project Manager / Estimator
Wildcat Construction

Sarah Robinson, Class I
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Wichita Children’s Home

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

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Kansas Leadership Center

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Equity Bank
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Wichita State University

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Lesley Schmidt, Class IX
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MKEC

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Bombardier Learjet

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Foulston

Shelby Smith, Class III
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iSi Environmental Services

Stan Smith, Class X
Managing Partner / Attorney
Martin Pringle Attorneys at Law

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GLMV Architecture

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IMA Financial Group Inc.

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Kansas Turnpike Authority

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Butler Community College

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Fire Chief
City of Wichita

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RAPT Dev Tucson, Tucson, Arizona

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VP Client Services
Challenger Soft

Phil Speary, Class X
Dean of Academic Support & Effectiveness
Butler Community College

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Head of Upper School
Saint Mary’s Hall, San Antonio, Texas

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The Arnold Group

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Health Protection Director
Sedgwick County Health Department

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Director of Human Resources
McPherson College

Andrea Street, Class X
Manager Team of Experts
T-Mobile

Deborah Stubblefield, Class IV
Quality Assurance Manager
Textron Aviation

Shelley Stultz, Class X
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Butler Community College

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Workforce Alliance of South Central Kansas

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Lester Terry, Class VII
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T-Mobile

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Butler Community College

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Sunlight Children’s Advocacy and Rights Foundation

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Thomas Grey Interiors

Tricia Thomas, Class III
Communications Manager
Wichita Area Metropolitan Planning Organization

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AVP & Employee Benefits Manager
TOK - Trust Company of Kansas, Lawrence, Kan.

Samuel Thompson, Class VIII
Supervisor
Cox Enterprises

Ashley Thorne, Class V
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Restoration Family Services

Jon Tiger, Class II
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Spirit AeroSystems, Inc.

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

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City Council, District 2
City of Wichita

Aggie Tuxhorn, Class IX
Executive Director
Emprise Bank

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
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Industry Liaison
Alamo Colleges District, San Antonio

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Customer Solutions Manager
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Purchasing Manager
City of Wichita

Stacy Ward Lattin, Class IX
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Zerndo, Inc. / Hopping Gnome Brewing Co.

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Chief Administration Officer
Hall’s Culligan

Shannon Wedge, Class VIII
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American Red Cross

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KVC Hospitals

Lisa White, Class IV

Monica White, Class VIII
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JR Custom Metal Products

René White, Class IX
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Intrust Bank

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Evergy, Inc.

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Lavonta Williams, Class II
former City Council Member
City of Wichita

Lee Williams, Class I
CEO
Central Star Credit Union

Michael Williams, Class V
Regional Manager, VP
Fidelity Bank

Na’shell Williams, Class XI
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Sedgwick County Health Department

Sherrie Williams, Class I
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Debbie Willisie, Class II
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Wichita State University, School of Social Work

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Branch Manager
Meritrust Credit Union

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Butler Community College

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Delta Dental of Kansas

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Eudora Public Library, Eudora, Kan.

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Manager of Regulatory Affairs and Strategy
ITC Great Plains, Topeka, Kan.

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T-Mobile

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Kansas Business Services, LLC / Kansas Leadership Center

Janet Wright, Class I
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Wichita River Festival

Bill Young, Class XI
Vice President of Digital Transformation/CIO
Butler Community College

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.
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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.