

DIVERSITY SUMMIT

Communicating Across Differences

Wednesday, March 25

9:30 am – 5:30 pm

Galleria 4, Lower Level

The 2026 AZA Diversity Summit will explore how communication shapes culture, leadership, and inclusion within our institutions. Through keynote presentations, interactive learning, and collaborative action planning, participants will reflect on how we navigate differences, build resilience, and strengthen psychological safety across teams. The day is intentionally designed to move from reflection and inspiration in the morning to practical tools and action planning in the afternoon.

9:30-10:00 AM

Welcome from AZA Leadership

10:00-10:30 AM

Orientation, Community Agreements, and Community Building

10:30 AM-12:00 PM

Even Cheetahs Slow Down...Think You Can Outrun Resilience?

- Julie C. Henry, JH Global, Inc.

12:00-1:00 PM Lunch

1:00-2:00 PM

All Pride, No Ego: Living and Leading Authentically

- Jim Fielding

2:05-3:05 PM

Standardized Processes for Equitable Action and Review (SPEAR) framework, a systematic approach designed to help organizations move beyond simple DEI programs and create lasting, systemic change.

- Alex Rodriguez, Director of People and Culture, Dallas Zoo

3:05-3:15 PM Break

3:15-4:15 PM

Modeling Zoos and Aquariums as Inclusive Communities of Science (MoZAICS) Capstone Celebration: Lightning and Poster Presentations

4:15-5:00 PM

Unconference Workshop: Participant-driven opportunity to unpack lessons from the day, collaborate, and discuss topics of your choice

5:00-5:30 PM

Report Out and Closing