

May 2019 Convening and Training Agenda

National Housing Center, 15th Street NW, Washington, DC 20005

Donor Convening

8:30am- 11:45am on Wednesday, May 22

Time	Room	Session
8:30am- 10:00am	ABC	<p>Introduction to the Race Equity Cycle: How Organizations Shift Culture from Awake to Woke to Work</p> <p>Overview of EiC's Awake to Woke to Work: Building a Race Equity Culture research. Emphasis will be on Senior Leadership and Board of Directors levers, and how they connect to the donors' personal/ interpersonal work on race equity and their institutional role as funders.</p> <p>Speakers: Kerrien Suarez, Executive Director, Equity in the Center Andrew Plumley, Associate Director, Equity in the Center</p>
10:15am- 11:45am	ABC	<p>Donor Convening Panel</p> <p>Panel of donors/donor organizers, community foundation leaders and board members discussing how personal/ interpersonal/institutional issues of race manifest in their work as donors and with donors. There will also be a discussion of the need for increased funding to support race equity capacity building, and how those funds are used by nonprofits.</p> <p>Speakers: Tyler Nickerson, First Vice President, Amalgamated Bank Jen Willsea, Facilitator, Consultant, Coach, Jen Willsea LLC Henry Posko, President and CEO, Humanim Tonia Wellons, Vice President, Community Investments, Greater Washington Community Foundation Hafizah Omar, Senior Associate, Living Cities Moderator: Kerrien Suarez, Executive Director, Equity in the Center</p>

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Equity in the Center Convening

10:00am- 5:00pm on Wednesday, May 22

Time	Room	Concurrent Sessions
10:00am- 11:45am	Auditorium	<p>Intersectional Allyship Training</p> <p>This workshop equips and empowers participants to be effective allies in their areas of privilege. During this fast-paced session, participants will learn engagement techniques that help in dialogue with others, tools to support and center marginalized individuals and communities, and will deepen their knowledge and self-work around injustice. Participants will leave empowered for the ongoing journey of an Allyship lifestyle.</p> <p>Speakers: Whitney Parnell, Co-Founder/CEO, Service Never Sleeps</p>
	D	<p>Racial Healing Circle: Introduction to Rx Racial Healing <i>(maximum 23 participants) - must have pre-registered</i></p> <p>This session will be an introduction to Dr. Gail Christopher's Rx Racial Healing protocol for racial healing in communities and organizations. Participants will experience a brief Rx Racial Healing circle and be introduced to key concepts, including the ABCs of Racial Healing (Affirmation, Belonging and Consciousness Change) and how racial healing circles can be effectively utilized in communities and organizations.</p> <p>Speakers: Mee Moua, Principal, InterDependent Group, LLC Andrew Plumley, Associate Director, Equity in the Center</p>
11:45am- 12:15pm	Atrium	Lunch

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Equity in the Center Convening Cont.

10:00am- 5:00pm on Wednesday, May 22

Time	Room	Session
12:15pm- 1:45pm	Auditorium	<p>Building a Race Equity Culture: Leading Transformation of Organizational Culture and Practice</p> <p>Panel of executives discussing their organizations' transformational process to build a Race Equity Culture. Panelists are EiC advisors, leaders of organizations featured in EiC's Awake to Woke to Work publication and forthcoming video case studies.</p> <p>Speakers: Michael Adams, CEO, SAGE Allison Conyers, Senior Director, Fellowships, Leadership for Educational Equity Aisha Alexander-Young, Senior Director, Strategy & Equity, Meyer Foundation Beki Bahar-Engler, Senior Vice President, Strategy and Operations at Leadership for Educational Equity Moderator: Ericka Hines, Principal, Every Level Leadership</p>
2:00pm- 3:30pm	Auditorium	<p>What Would an Equity Consultant Do: How Practitioners Support Organizations in Transforming Culture & Practice</p> <p>Panel of race equity consultants discussing their work supporting organizations, including those featured on the previous panel, in building a Race Equity Culture. Panelists will include consultants whose work is featured in EiC's Awake to Woke to Work publication and the forthcoming video case studies.</p> <p>Speakers: Nicola Chin, Founder, Up With Community Maggie Potapchuk, President, MP Associates Tamika Mason, CEO, Building For Mission Ericka Hines, Principal, Every Level Leadership Moderator: Kerrien Suarez, Executive Director, Equity in the Center</p>

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Equity in the Center Convening Cont.

10:00am- 5:00pm on Wednesday, May 22

Time	Room	Concurrent Sessions
3:45pm- 5:15pm	Auditorium	<p>Race to Lead: Race and Gender in the Nonprofit Workplace Building Movement Project will lead a session on their new analysis of Race to Lead data, detailing how race and gender dynamics converge for women of color in the nonprofit workplace.</p> <p>Speakers: Ofronama Biu, Senior Research Associate, Building Movement Project Marissa Graciosa, Senior Advisor, Building Movement Project</p>
3:45pm- 5:15pm	Auditorium	<p>Truth & Healing Circle: The Blanket Exercise (<i>max 40 participants</i>) Over the past 30 years, Native Americans in Philanthropy (NAIP) has become a powerful and continuously growing network of Native and non-Native nonprofits, tribal communities, foundations and community leaders. Now more than ever is the time to expose the TRUTH about the challenges Native people face in the United States. NAIP also believes it is the right time to highlight and accelerate efforts being made toward HEALING from the historical and intergenerational trauma Native people continue to endure, and is bringing The Movement for Truth and Healing exercise to major intersections of justice and diversity. The exercise leads people through a powerful educational and transformative exercise first developed by KAIROS in Canada to education during their Healing decade. It is a historical narrative experience that quickly and effectively informs the participants about the truths not often told in our country about Native peoples and why healing work is so critical.</p> <p>Speakers: Vance Blackfox, Communications Director, Native Americans in Philanthropy Ben Barge, Senior Associate for Learning and Engagement, National Committee for Responsive Philanthropy Andrew Plumley, Associate Director, Equity in the Center</p>
5:15pm- 6:30pm	Atrium	Reception

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Racial Equity Institute Phase I Workshop

8:30am- 11:45am on Thursday, May 23 and Friday, May 24

Time	Room	Session
9:00am- 5:00pm	ABC	<p>Foundational Training on Historical Institutional Racism</p> <p>Even those who are concerned about racial disparities in all American systems and institutions are challenged in their understanding of how racism remains alive and well, advantaging some while harming others. REI's two-day Phase I training is designed to develop the capacity of participants to understand racism in its institutional and structural forms. Moving the focus from individual bigotry and bias, the workshop presents a historical, cultural, structural and institutional analysis of racism. With a clear understanding of how institutions, systems, and culture are producing unjust and inequitable outcomes, participants are better equipped to work for change.</p> <p>Phase I builds the capacity of participants to identify the root causes of disparity and establish goals and strategies based on that deeper understanding. Participants develop an analysis of institutional racism that helps their organization develop a common understanding of the problem and a common language to address it. This paradigm-shifting experience redefines issues of equity as they manifest in systems and institutions today and the attendant actions of individuals who seek to address them.</p>