

# Undoing Racism® Executive Collective Meetings

## *Topics & Guest Speakers*

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\*Learn more about First Monday meetings [here](#)

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## **October 2024**

### **Connecting Through Circles: Using Circles to Support Inclusion, Establish Belonging and Build Trust**

Join us for an engaging and interactive session where participants will explore the power of restorative circles to foster inclusion, belonging, and trust within teams and organizations. Derived from indigenous traditions, circles help us listen with compassion, create supportive relationships, and develop opportunities for meaningful engagement. Restorative circles create a space that lifts barriers between people and opens the possibility for connection, collaboration, and mutual understanding. They can be used to build community, heal harm, address conflict, hold courageous conversations, and enhance psychological safety within teams and institutions. The session offers both insights into the benefits of restorative circles and a hands-on experience to help leaders understand their potential in promoting a more inclusive environment, enhance collaboration and trust.



**Cecilia Loving** is responsible for developing organizational strategy, providing ongoing advice and counsel, and cultivating future partnerships for PBS. Loving has over 25 years of experience in DEI, emphasizing a holistic approach that incorporates restorative justice, mindfulness practices, and psychological safety as part of her core strategy. She is a winner of several awards, including but not limited to the National Diversity Council's 2021 Top 100 Diversity Officers Award; the NYC Citywide Administrative Services' 2021 Innovation Award. She holds multiple degrees and certificates, including a Juris Doctor from NYU School of Law, a Master of Divinity from NY Theological Seminary. She is author of over a dozen books, including *Connecting Through Circles: Using Circles to Support Inclusion, Establish Belonging, and Build Trust.*, a book about how to create belonging and a stronger connection through the use of indigenous circles, which she co-authored with PBS DEI Director Gina Leow.



**Gina Leow** is the Director of Diversity, Equity & Inclusion (DEI) at PBS. She helps oversee DEI initiatives within PBS, including coordination of the DEI Council and related Committees, Employee Resource Groups, DEI messaging and events, employee training and education, restorative justice practices, reports, and other initiatives. Leow has an MA in inclusion and belonging from NYU's Gallatin School of Individualized Study, as well as certifications in this area from Cornell, Yale, and Stanford universities. She also has extensive work experience in collaborative leadership, youth development, international relations, and intercultural communications with nonprofit and government organizations. She co-authored *Connecting Through Circles: Using Circles to Support Inclusion, Establish Belonging, and Build Trust*, a book about how to create belonging and a stronger connection through the use of indigenous circles, with PBS SVP of DEI Cecilia Loving.

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## Foundational Conversations: Creating a Culture of Accountability and Healing

The First Monday gathering is a vibrant, multi-racial collective dedicated to undoing racism. We believe authentic cross-racial relationships are essential in this work, and we strive to become co-conspirators, not merely allies. However, having breathed in the “smog of racism” for so long, we come to this work with deep socialization and frameworks that shape how we engage, and often dis-engage, with each other. In this session, Dr. Lisa Martin and Robin Schlenger, co-conveners of First Monday, will launch our 18th season with a candid discussion about the challenges of building effective cross-racial co-conspirator relationships. They will explore how we, as a collective, can collaborate more effectively. Utilizing Dr. Kenneth V. Hardy’s P.A.S.T. model, Robin and Dr. Lisa will provide a foundation for future First Monday sessions and broader cross-racial anti-racism efforts.



**Dr. Lisa Martin** (She/Her) is a licensed clinical psychologist and trauma informed DEIB consultant, trainer, and coach. Dr. Lisa’s work centers on building community, fostering healing, and solidifying the voice and impact of established and emerging BIPOC leaders and white allies.

Dr. Lisa maintains a private practice in New York and Florida and is a rostered psychologist for the National Basketball Players Association. She has been featured in several local and national publications, podcasts, and news broadcasts sharing her expertise on racial equity, stress management, and mental health. Dr. Lisa holds a PhD in Clinical Psychology from St. John’s University.



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**Robin Schlenger, LCSW** (She/Her) has many years of clinical and supervisory experience working in the nonprofit and public sectors. She is a practicing Anti-Racist Consultant, Coach, Organizer and Trainer. As a consultant, Robin specializes in facilitating presentations and trainings that are rooted in restorative and anti-racist principles. Robin is a current member of The People's Institute of Survival and Beyond's (PISAB) North East Leadership team and a member of The European Dissent (ED) leadership team, a group of people of European descent who "dissent" from the ideology of white supremacy. She speaks extensively on white privilege from an individual and organizational perspective and what it means to partner with people of color in antiracist work. She is also a regular contributor to the digital magazine, Three-Fifths and has co-written a chapter in Dr. Kenneth Hardy's book *The Enduring, Invisible and Ubiquitous Centrality of Whiteness*.

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## **July 2024**

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### ***Race Rules: An Interactive Discussion on Cultural Fluency, Intersectional Solidarity & Restoring Civility***

Please join us for a unique, engaging, and provocative conversation about race, allyship, and supporting diversity and inclusion with leading anti-racism consultant and interculturalist thought leader, Fatimah Gilliam, author of *Race Rules: What Your Black Friend Won't Tell You*. The conversation will be focused on helping leaders to build trust, negotiate personal and professional relationships, and leverage the power of diversity for the 21st century. Knowing effective pathways to engage across difference creates space to restore civility in our communities, daily discourse, and everyday lives.

**Presenter:** Fatimah Gilliam, Esq

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Fatimah Gilliam, Esq. is the Founder and CEO of The Azara Group, which is a consulting firm providing strategic advisory services to Fortune 500 companies and thriving privately-held businesses. Her history also includes the Head of Finance and Fundraising for North America for the Nobel Peace Prize-winning United Nations World Food Programme (WFP), which is the world's largest humanitarian relief organization fighting hunger and the lead logistics organization for the global humanitarian community responding to crises, feeding over 100 million people annually in nearly 90 countries globally.

Today, Fatimah is a successful entrepreneur. Since launching her company in 2013, she has advised clients in tackling leadership and management challenges, developing sustainable solutions that create more inclusive environments and business relationships, promoting equitable access to professional opportunities, tactically expanding leverage and bargaining power, and strategically positioning businesses for growth and continued success. This includes helping organizations assess and mitigate risk, enabling leaders and companies to thrive by better connecting with clients, employees, and key stakeholders, and mediating troubled partnerships and teams to promote relationship repair.

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## **June 2024**

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### ***Reimagining Nonprofit Boards***

Do nonprofit boards work for communities or are they extensions of American capitalism? Much has been written about nonprofit Boards of Directors and a lot of the discourse centers on outlining the board's role in governance, best practices for board functioning, the need to leverage boards for fundraising, and how diverse boards can/should amplify the voices and solutions of impacted communities. And yet, the same issues continue to surface among nonprofit practitioners - the board doesn't reflect the community being served, emphasis on fundraising negatively impacts board commitments to diversity, the board doesn't understand the difference between governance and management, the board is disconnected from the issues we are trying to solve. What if we could

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imagine an alternative to the current nonprofit board's role and structure? How could things be different? Can we imagine a board not bound by the historical legal construct of current nonprofits; one too often tied to the traditional white dominant model of power and influence? Join us as we talk about what boards are like today, what we envision for boards, and some models to use for change. In this session, nonprofit leaders of all levels will learn ways to move the needle toward liberated governance that they can apply today and use to plan for the future.

**Presenter:** Dr. Danielle R. Moss and Brigid Lang, MPC

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**Dr. Danielle R. Moss Cox** brings over 20 years of experience in college access and education to Oliver Scholars, a 40-year-old educational nonprofit that identifies high-achieving Black and Latinx students for admission to selective independent day and boarding schools and supports them through graduation from competitive colleges. A vocal proponent of expanded educational access and social justice for historically underserved communities, she previously served as the Inaugural Chief of Staff of the New York Civil Liberties Union, as the second Black woman to serve as President and CEO of the YWCA of the City of New York in its 150+ history, and as the award-winning CEO of Harlem Educational Activities Fund for ten years.

In 2015, Dr. Cox was appointed by former Mayor DeBlasio to New York City's Commission on Gender Equity and Co-Chaired the Young Women's Initiative of the New York City Council – a citywide policy and advocacy effort aimed at improving the lives of girls of color in New York City. She currently chairs the Program Committee and sits on the Executive Committee of the Board of Directors of The New York Women's Foundation.

Her contributions to education and the social sector have been recognized by the New York State Education Department, The New York Coalition of 100 Black Women, the Council of Urban Professionals, and The New York City Comptroller's Office, among others.

She holds M.A. and Ed.M. degrees from Teachers College Columbia University, where she also completed her Doctorate in Organization and Leadership with a focus on Education Administration. Dr. Cox received her B.A. from Swarthmore College with a degree in both English Literature and History with a concentration in Black Studies. She holds certificates in Nonprofit Business

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Management from Harvard, Columbia, and Stanford Business Schools. Dr. Cox received her Certificate in Fundraising Management from The Fundraising School at Indiana University.

**Brigid Lang, MPA, CFRE, CPC**



**Brigid Lang, MPA, CFRE, CPC**, is a consultant and coach who has worked in nonprofits for more than 25 years, with particular passion for organizational development and fundraising. Recent appointments include Interim Deputy Executive Director at the Human Services Council, Interim Chief Development Officer at Oliver Scholars and Executive Director at Grace Institute, a workforce development program. Brigid has done extensive consulting in fundraising, nonprofit management, C-suite coaching, multiracial/multicultural team building, diverse board development & governance, and training with an anti-racist lens. She holds a Master's in Public Administration from Columbia University and B.A. in English from Vassar College.

Brigid's practice is grounded in the organizing principles of the People's Institute for Survival and Beyond and focuses on the concentration of power in organizations. Her work includes systems analysis and preparation for change, fundraising, governance, leadership and developing mechanisms for accountability.

She is currently a member of the Board of Delgracia Corp, Inc., a startup nonprofit whose mission is to assist young mothers aging out of foster care. Notable recent Board experience includes tenure on the New York City Chapter of the Association for Fundraising Professionals and two years on the Catholic Charities of the Archdiocese of New York Board of Trustees as a non-voting Executive Director member.

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She is a member of the Racial Literacy Collective, the YRM Collective and the Associations of Fundraising Professionals and Nonprofit Professionals, the Alliance for Nonprofit Management, and the New York Center for the Study of Groups.

## May 2024

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### *Walk the Walk, Talk the Talk: Organizations Going Beyond DEI*

The vast majority of nonprofit organizations in America operate based on traditional Eurocentric perspectives and leadership philosophies. But when so many nonprofit organizations focus their work in communities of color and have a workforce that mirrors the people being served, it is imperative to understand and implement approaches that respect and value the history, culture, strengths, and perspectives of those both providing and receiving these services. This session will help leaders to examine the difference between Eurocentrically operated organizations and those operating from an Afrocentric perspective. We will discuss how and why weaving the South African concept of Ubuntu throughout organizations will ultimately lead to increased productivity, accountability, and success.

**Presenter:** Tracey Rollins Spann, LMSW

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**Tracey Rollins Spann**, LMSW has served in senior and executive level positions in various nonprofits for more than 25 years. She is committed to using her energy to influence and shepherd individuals and organizations to discover, develop, and amplify their potential to positively impact the world in which we live. Tracey completed the National Association of Black Social Workers' National Academy for African Centered Social Work, and Undoing Racism® by The People's Institute for Survival and Beyond. It was through these courses that Tracey really began to understand how deeply systemic racism and oppression impact people and communities of color in the United States and abroad. She

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is committed to helping organizations and individuals understand what it means to be anti-racist, and how they can shift their thinking and practice to truly provide equitable opportunities and programs.

Tracey believes in the power of UBUNTU – “I am because we are, and because we are, therefore, I am”. Our connectedness to one another makes us who we are. Without one another, we would not be able to accomplish our goals. By combining the strength of Ubuntu, the knowledge provided by comprehensive and accurate data, well developed operational systems, accountability, and thoughtful, focused decision-making, we can move mountains.

## April 2024

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### *The Lion's Story: Creating A Climate of Healing while Leading in a Climate of Hate*

“The lion's story will never be known as long as the hunter is the one to tell it.”- African proverb  
Navigating the stress of racial conflict and the rise in hate is not easy. Leaders and service providers are overwhelmed about what to do as identity stress and conflict disrupt processes essential to leading antiracist and anti-oppressive institutions. Dr. Stevenson will present a model of racial literacy (RECAST) useful for resolving diverse identity-stressful encounters and microaggressions. We will discuss ways leaders can practice skills of mindfulness and still find their voice when within divisive environments.

**Presenter:** Dr. Howard Stevenson



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**Dr. Howard Stevenson** is the Executive Director of the Racial Empowerment Collaborative, which promotes racial literacy in education, health, and community organizations. His programs teach people to assert themselves during face-to-face identity conflicts. Key to this healing work is the use of story and culture to reframe in-the-moment threat reactions and increase access to memory, physical mobility, and voice. He is a clinical psychologist and the Constance Clayton Professor of Urban Education, Professor of Africana Studies, in the Human Development & Quantitative Methods Division of the Graduate School of Education at the University of Pennsylvania. Dr. Stevenson was recognized in October 2023 by "Word in Black" as one of the top 10 "Black Activists Who Changed the Mental Health Industry."

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## March 2024

### *What's Required to Embed Organizational Diversity, Equity, Inclusion, and Belonging*

In this month's presentation, we will discuss how organizations can approach their Diversity, Equity, Inclusion, and Belonging (DEIB) efforts with intention and ensure that DEIB is deeply embedded in their culture, reflected throughout their policies and practices, and can endure through leadership and administrative changes. Leaders will learn some tips, strategies, and organizational assessment tools for incorporating antiracist principles into their practices and policies. We will have opportunities in break-out groups to share thoughts about how organizations can adopt Culturally and Linguistically Appropriate Services (CLAS) Standards for their DEIB efforts.

**Presenters:** Undraye Howard, Ph.D., Lloyd Bullard, M.Ed., Larome Myrick, Ph.D., Mark Nickell, MDiv, Angela Bannerman Ankoma, MPH, MSW, & christian h. bijoux, Ph.D



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**Undraye Howard, Ph.D.** has extensive experience holding high-impact roles with Social Current and its predecessor organization, the Alliance for Strong Families and Communities, providing equity diversity and inclusion (EDI) consultation to community-based organizations (CBOs). He has been instrumental in developing Social Current's leadership model, Evolutionary Leadership, enabling the development of change leaders driving system- and population-level results.



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**Lloyd Bullard, M.Ed.** has over 35 years of experience in human services. Lloyd is the Building Bridges Initiative (BBI) Director of Equity, Diversity, and Inclusion and a Senior Consultant. He is currently the CEO and sole proprietor of LBIC Consulting Services, Inc. (LBIC). Lloyd also serves as co-owner and CEO of the

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Global Center of Creative Learning (GCCL), which develops instructor-led, virtual, and e-learning training curricula and conducts training sessions on numerous topics, including leadership and management. Lloyd holds a Bachelor of Science in Counseling Education from South Carolina State University and a Master of Education from Concordia University.

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**Larome Myrick, Ph.D.** is the Executive Director of Juvenile Justice for the State of Rhode Island. He earned an undergraduate degree in Healthcare Administration from the University of Toledo in 2003, a Master's Degree in Organizational Leadership from Lourdes University in 2009, and a PhD in Criminal Justice from Capella University. Larome began his career in corrections in 2000 and has worked in several roles within the adult and juvenile correctional systems in Ohio and Rhode Island. Larome remains a very active member of the Toledo community, serving as a board member for the African American Legacy Project. Larome is a lifetime member of the National Association of Blacks in Criminal Justice.

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**Mark Nickell, MDiv** serves as the Director of Strategic Initiatives at The Association of Children's Residential And Community Services (ACRC). Prior to this role, he was the Executive Director of the Building Bridges Initiative, Inc. leading up to its successful merger with ACRC. Mark has an extensive background in the field, having spent over 16 years in California as a Regional Executive Director with Seneca Family of Agencies.

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**Angela Bannerman Ankoma, MPH, MSW** is the Vice President and Executive Director of Equity Leadership at the Rhode Island Foundation. She leads the Equity Leadership Initiative, which is one aspect of the Foundation's broad plan to eliminate inequality and racial disparities and promote inclusion and diversity. Angela has a B.A. in Africana Studies and Psychology from Connecticut College; a Master of Science in Social Work and a Master of Science in Public Health from Columbia University, and she's currently a Doctoral student at the University of North Carolina, Gillings School of Public Health.

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## **February 2024**

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### ***Breaking Barriers: Unveiling the Complex Landscape of BIPOC Underrepresentation in Non-Profit Leadership***

There is a troubling pattern of underrepresentation of Black, Indigenous, and People of Color (BIPOC) in non-profit leadership around the country. This is in stark contrast to the fact that more than half of the clients served by these institutions are BIPOC. This lack of BIPOC representation in the seats of power is reflective of a complex web of barriers that BIPOC staff and leaders face. In this presentation, Dr. Lisa Martin and Marc Kutner will share the results and insights gleaned from focus groups and 1:1 interviews with over 100 BIPOC executives, BIPOC emerging leaders, and white executives. Participants will be encouraged to process the results, share their own experiences, and identify strategies for increasing BIPOC representation in executive leadership teams and on boards.

#### **Presenters:**





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Dr. Lisa Martin and Marc Kutner, MSW, MPA. **Dr. Lisa Martin (She/Her)** is a licensed clinical psychologist and trauma informed DEIB consultant, trainer, and coach. Dr. Lisa's work centers on building community, fostering healing, and solidifying the voice and impact of established and emerging BIPOC leaders and white allies.

Dr. Lisa maintains a private practice in New York and Florida and is a rostered psychologist for the National Basketball Players Association. She has been featured in several local and national publications, podcasts, and news broadcasts sharing her expertise on racial equity, stress management, and mental health. Dr. Lisa holds a PhD in Clinical Psychology from St. John's University.



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**Marc Kutner, MSW, MPA (He/Him)** is the President of Akuity Development, LLC, a management consulting firm specialized in supporting health and human services organizations to maximize their impact and achieve their full potential. Akuity's work is focused on the design and execution of complex initiatives, including strategic planning, service design & redesign, revenue diversification, capital development, and improving operational effectiveness.

Marc holds a BS from Cornell University, an MPA from New York University, Robert F. Wagner Graduate School of Public Service, and an MS in Social Work, Social Enterprise Administration from Columbia University.

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## January 2024

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### ***Accountability is the Key to Anti-Oppression in Organizations***

Racism and oppression continually persist because the relationships that people, organizations, and systems maintain do not have equal shares of accountability; usually, only one party bears responsibility for their actions. This means there is little to stop the more powerful party from oppressing, excluding, abusing, exploiting, and underserving the less powerful party.

In our conversation, leaders will explore the different levels of accountability in the relationships between organizations and their key stakeholders: their clients, staff, Board of Directors, and funders. In most nonprofit organizations, accountability flows UP from those with the least perceived

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power (the recipients of programming and those that execute them) to those with the most power (those that provide funding and oversight). Increasing the accountability in these relationships is the ONLY truly foundational way to build a more anti-racist organization.

**Presenter:** David A. Burks, MBA



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**David A. Burks, MBA (He/Him/His)** is an anti-racist consultant, coach, facilitator, and speaker hailing from New Orleans, LA. Throughout his career, he's worked with Fortune 500 companies, non-profits, and educational institutions to create a better world for members of marginalized and underrepresented communities. He especially loves leveraging his knowledge of pop culture to translate complex and diverse ideas to a great cross section of our society. Additionally, he serves on several nonprofit boards and is a Core Trainer with the People's Institute for Survival and Beyond.

David's work is centered on three core principles: strengths, equity, and joy. Everyone should have the opportunity to spend as much time working in their areas of STRENGTH instead of languishing in their areas of weakness. Our work should bring EQUITY, not just equality, to communities harmed by historical injustices. Finally, whenever possible, we should bring JOY to our interactions - especially when the topics of discussions are difficult.

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## **December 2023**

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### ***The Why Belonging Matters to an Authentic DEI Practice***

In as much as DEI principles guide our organizations, Belonging is the anchor that steadies the organization. Without it, there is the potential to drift. Yet, despite its importance, many of our organizations don't feel equipped to promote and sustain Belonging.

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Diversity is a factual marker of who is present in the group and who is missing. Equity is a legal framework of fairness in how people are treated. Inclusion is the social aspect of full participation in the organization. Belonging is a little different. It requires the internal work of the individual and the collective work within an organization.

Our gathering will help leaders to uncover some of the dynamics to facilitate a greater sense of Belonging and Community, through the lens of relationship, collaboration, and restorative justice.

**Presenter: Maribel Martinez-Gunter, Esq.**

Maribel Martinez-Gunter, Esq. (she/her/ella) is a public interest lawyer with over 25 years of experience of developing holistic and interdisciplinary legal services in partnership with low-income communities and rooted in cultural humility. She identifies as an Afro-Indigenous Latina, and brings an inter-sectional lens to support a mission of personal acceptance and collective belonging.

Throughout her legal career, Maribel has worked predominantly with survivors of gender-based violence, parents charged with child abuse and neglect and immigrant families seeking to stabilize their lives. She is especially interested in examining the impact of systemic oppression on low-income communities and collaborating across institutions to mobilize resources. She hosts the Upper Manhattan Domestic Violence Services Collaborative, a cadre of partner organizations that form a think tank to overcome the obstacles faced by survivors.

For the past decade, Maribel has served as the Director of the Family Law & Immigration Unit at Manhattan Legal Services, leading a robust interdisciplinary team to provide a stabilizing force for families in crisis. She launched a thriving medical/legal partnership with a major New York hospital, which focuses on recovery from trauma to improve health outcomes for families and pioneer a healing-centered model of lawyering. She is a citywide leader on the Diversity, Equity, Inclusion and Belonging Committee at Legal Services NYC, the largest free civil legal services provider in the country. She is also a trained mediator, incorporating restorative justice practices into her leadership and practice of law.

Maribel is a graduate of New York University and The City University of New York School of Law and is a Leadership Fellow Alum of the Executive Certificate Program at Austin W. Marxe School of Public and International Affairs of Baruch College. She serves on the Board for a small non-profit that is using social media to foster community, connections and problem-solving dialogue.

## **November 2023**

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***The Costs of Color-Evasiveness and Other Efforts to Delegitimize Race in the Workplace***

***Aliyah Abdur-Rahman and Clayton Robbins***

In the workplace, color-evasiveness is a leadership “fairness practice” that fails to deliver equitable outcomes, particularly for Black, Indigenous, and People of Color. We will use contemporary examples to explore how color-evasiveness shows up through racial advantaging and disadvantaging. These examples,

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in particular, will make visible the power dynamics that exist in manager / employee relationships. Leaders will have an opportunity to grapple with their personal and collective practices and experiences of color evasiveness.

**Presenters:**



**Aliyah Abdur-Rahman** is a lifelong advocate for social justice and racial equity to propel society forward. She truly believes in the power of organizations and community to work together to solve the problems of the most marginalized. Aliyah is a graduate of Duke University and UNC Kenan- Flagler. As part of east Durham’s activist community, she is co-founder of Communities in Partnership (CIP), an organization that cultivates grassroots leadership and organizing in east Durham. For almost a decade Aliyah worked on the Admissions team at Teach For America, most recently as a VP of Admissions. During her tenure, she was responsible for utilizing her love of technology and design to reimagine the Admissions process ushering in changes that transformed the organizations’ approach to equity. Most recently Aliyah has been appointed the first DEI Fellow at the Center For The Advancement of Social Entrepreneurship (CASE) at Duke University’s Fuqua School of Business where her research explores ways in which social entrepreneurship can be a lever to social justice.



**Clayton Robbins**

Since 2000, Clayton Robbins has used learning as a tool to help groups, individuals, and organizations transform. As an internal and external consultant, he’s had the joy of working with justice-minded organizations taking on some of society’s biggest challenges, such as improving health outcomes, ensuring equitable educational outcomes, and working for full social and economic inclusion.

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Clayton is a social scientist by training and practically trained in group dynamics and facilitation through the AIDS crisis of the 90s. He currently consults with companies and nonprofits who are serious about race/gender+ equity. Clayton truly believes that all groups and communities have within ourselves everything we need to take on our greatest challenges.

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## October 2023

### ***Racism & Antisemitism: Focusing on Collective Liberation in An Antiracist Context***

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The People's Institute for Survival and Beyond asserts in their principles that "Racism is the single most critical barrier to building effective coalitions for social change." In service of eradicating the barrier of racism, this session will help leaders and organizations:

(1) see how accusations of antisemitism are being weaponized to reify racism; (2) deepen an analysis of anti-Jewish oppression to include the historical racialization and probationary white status of non-POC Jews; (3) attend to historical trauma so that Jews engaged in anti-racism avoid becoming self-focused in moments that call for racial solidarity and so that we don't self-abandon in lieu of requesting allyship; finally (4) among Jews and between Jewish and non-Jewish organizations we examine how internalized racial and racialized inferiority and superiority are played out. Together, we want to unpack organizational and institutional manifestations to deepen analysis, share language, and lean into nuance.

#### **Presenters:**



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**Dr. Imani Romney-Rosa Chapman**, the founder and director of Imani strategies, LLC, is a powerful, dynamic, faith-filled, compassionate, change leader for equity. She has more than 30 years of experience developing curriculum, organizing, and educating for social justice. As her name suggests, Imani/Emunah [faith], her faith drives her to co-create brave and inclusive environments for learning, growth and justice. Her work with stakeholders in religious communities, secular communities, schools and non-profit organizations has helped root their efforts for sustained change.

Imani currently serves on the Board for the Roger L. Wallace Excellence in Teaching Award and Jewish Studio Project . Additionally, she was the founding co-chair of the Steering Committee for the New York Metro Coalition of Faith/Spiritual/Ethical Communities for the People's Institute for Survival and Beyond, and The Race Working Group at Kolot Chayeinu Synagogue.

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Dr. Chapman holds an ACC coaching certification from the International Coaching Federation. She earned her undergraduate degree at the University of Massachusetts, Amherst, her Masters from Middlebury College, Madrid, Spain and her Doctor of Ministry degree in Interfaith Clinical Education for Pastoral Care at HUC-JIR (NY), where she was UJA Federation Graduate Fellow.

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**Franny Silverman** (she/her) accompanies people along journeys of growth, healing, and transformation toward the vision of a world to come where all people experience belonging and thrive as their whole selves. An active antiracist practice and dedication to the health and wellness of Jewish diasporic communities drive her work. Franny has over 25 years of experience bringing people together to have a shared experience of growth and transformation. She has worked with institutional stakeholders at every level to move their organizations towards greater equity. She brings her clients and partners an antiracist and anti-oppression lens which supports them to enter into charged conversations with bravery, compassion, and accountability, and to gain clarity on mission and vision.

Franny spent seven years at Brooklyn synagogue Kolot Chayeinu, as Director of Learning and Action supporting the growth of a broad-based anti-racist Jewish network, bolstering the congregation's capacity for community-building across political differences on Israel and Palestine, and supporting a thriving intergenerational queer and trans-embracing community.

A longtime facilitator and trainer with Resetting the Table, Franny supports individuals and communities nationwide to have meaningful conversations across political differences. She was on the steering committee for the Coalition of Faith/Spiritual/Ethical Communities for the People's Institute for Survival and Beyond, the board of directors of Lab/Shul, and a member of Tzedek Lab where she co-facilitates the white caucus.

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## September 2023

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### ***Deconstructing Racism - Barbara Crain Major, MSW***

Deconstructing racism is a method of critically examining and exposing the roots of racism within its foundation. Deconstruction means to dismantle, to take apart or examine; to reveal the basis or composition with the intent to expose biases, flaws, or inconsistencies with the belief that we can create anti-racist institutions. The deconstruction of racism's roots within systems and institutions have been created, both structurally and legally, to serve white people. The deconstruction of racism

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must take place through the reconstruction of these systems and institutions. Barbara will discuss unmasking the complexities of racism and the invisible patterns that keep it in place. There is no quick fix, but racism can be deconstructed and undone. In order to do this, race-based identity, history, and cultural issues rooted in current systems must be identified and addressed.

Barbara will provide anti-racism strategies that challenge leaders to seek racial healing through understanding, honest confession, and true reconciliation. She will speak on the levels of the institutions we might start to examine and outline a way forward to and through a new era of anti-racist reconstruction. This way forward includes a new anti-racist mission statement, a new model of decision-making power, and new processes for accountability.

**Presenter:**



**Barbara Crain Major MSW**, is a community organizer, and trainer with over 40 years' experience in many local, national, and international community development efforts. Ms. Major is a native of New Orleans and Franklinton Louisiana. Her work is extensive and includes everything from nurturing leadership development efforts within local communities to assisting institutions in developing strategies to de-institutionalize racism.

She is an Anti-Racism Trainer with The Peoples Institute for Survival and Beyond, Former Board Chair of Robert R. Moton Charter School and Special Consultant to the Executive Director of the St. Thomas Health Center and a member of Ministries against the Death Penalty.

Ms. Major co-authored the book "Deconstructing Racism: A Path toward Lasting Change" published January 2023.

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## **August 2023 - Break (no meeting)**

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### **July 2023**

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#### **Building Equity Isn't Just About the Money: The Hard Work of Confronting Today's Workplace Toxicity**

Learning about how people with diverse social identities manage issues in the workspace and affirming their difference is a key dimension to effective team-building and high staff morale. Our presenter this



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month, Steve Burghardt, MSW, PhD, will provide leaders with tools and strategies for tackling the impact of race, power, privilege, and oppression on organizations and the emotional responses they elicit.

Steve will explore the mix of professional leadership failures, cross cultural dynamics and team relations, especially as it relates to race and gender. Fostering work cultures that prize working to exhaustion as “noble” rather than toxic and harmful to staff’s well-being is an outdated form of leadership that leaders must consciously counter if they seek to bridge the gap between leaders and frontline staff.

He will discuss why not addressing this mix of racial and organizational dynamics consistently and directly over time will intensify the unending churn among frontline staff, including issues of employee burnout and under-performance.

Steve will include strategies for leaders to implement so that the necessary personal, community, and institutional infrastructure can support authentic, sustainable conversations and organizational change. We will discuss how co-conspirators can support and partner with BIPOC staff, who often carry most of the emotional labor of antiracist change work and is impacted differently by organizational dynamics. This session will help leaders reimagine the workspace and learn to create mutually supportive working environments.

### **Presenter:**



**Steve Burghardt, MSW, PhD**, is a professor of social work at the Silberman School of Social Work at Hunter College. An eight-time award winning teacher, long-term consultant and executive coach to public sector and non-profit leaders and their teams, he is a prolific author and co-author of ten books and numerous articles. His two most recent books are *A Guide to Sustaining Conversations on Racism, Identity, and Our Mutual Humanity* (co-authored with Kalima Desuze, Linda Lausell Bryant, & Mohan Vinjamuri, Cognella, 2018) and *The End of Social Work: A Defense of the Social Worker in Times of Transformation* (Cognella, 2021).

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## **June 2023**

### **The Myth of the Shattered Glass Ceiling: Making Space for Black Women in Leadership**

Black women are vastly underrepresented in leadership roles (they make up 1.4% of C-suite roles) despite 60% or more aspiring to executive positions. These numbers suggest that leaders and organizations are failing to identify, nurture, and maintain the leadership power and potential of Black women. This session will delve into the experiences of Black women leaders and emerging leaders to



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highlight the many structural, interpersonal, and cultural barriers they face. The presenters will share tactics for Black women to thrive and soar in these contexts and strategies for leaders and other co-conspirators whose mission and vision is to support the Black women in their organizations.

**Presenters:**



**Dr. Lisa Martin** (She/Her) is a licensed clinical psychologist and trauma informed DEIB consultant, trainer, and coach. Dr. Lisa's work centers on building community, fostering healing, and solidifying the voice and impact of established and emerging BIPOC leaders and white allies. She is a senior consultant for MPG Consulting, in residency at the Eikenberg Academy of Social Justice, and a Sawubona Healing Circle leader. Dr. Lisa maintains a private practice in New York and Florida and is a rostered psychologist for the National Basketball Players Association. She has been featured in several local and national publications, podcasts, and news broadcasts sharing her expertise on racial equity,

stress management, and mental health. Dr. Lisa holds a PhD in Clinical Psychology from St. John's University.

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**Tonia M. Spence, LCSW, MEd** (She/Her) For 20+ years, Tonia has been a clinician, educator and leader who believes she can strengthen the field through developing leaders to have a Diversity, Equity, Inclusion and Belonging (DEIB) lens. She is also a leader who has worked tirelessly to integrate her knowledge as a clinician and educator into an interdisciplinary team approach to teach directors, managers, and supervisors how to apply a lens of racial literacy to have difficult conversations, build relationships, be mission-focused, and lead cross-racial teams. Tonia was a teacher in NYC public schools, a Special Education Itinerant Teacher, clinical social worker, Director of an IMH clinic, and

oversaw Early Childhood services at the largest social service agency in NYC. She is currently the Program Director of Infant and Early Childhood Mental Health at the Irving Harris Foundation where she will advance and grow the Foundations two main IECMH initiatives (PDN and Diversity Informed Tenets). Tonia holds a Masters in Special Education from Bank Street College of Education and a Masters in Social Work from Columbia School of Social Work. She serves on the Board of Integrate NYC, PEDS Learning Network, and She Opened the Door.

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**May 2023**

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**Racial Inequality is Reproduced by Whites Helping Other Whites:**

**How Racial Inequality is More Than Racism and Discrimination by Dr. Nancy DiTomaso**

Almost all academic literature across disciplines and most of the news media explain racial inequality as the result of the discrimination and racism of Whites toward BIPOC folks. Our guest speaker this month, Dr. Nancy DiTomaso will help leaders to explore how racial inequality is even more than that. It is the favoritism or advantages that Whites provide to other Whites that is the primary mechanism by which racial inequality is reproduced in the post-civil rights period in the U.S. at the individual, organizational, and societal levels. The ultimate “White privilege” is the privilege not to be racist and to still benefit from racial inequality. Further, Dr. DiTomaso will discuss how White favoritism impacts institutions and who holds leadership roles. She will also offer suggestions and strategies to leaders on managing the impact of these issues on institutional racism, implicit or unconscious bias, and micro-inequities. Nancy will also cover how recent efforts to make it illegal to even talk about race and structural racism, especially racial inequality, is an aggressive effort to preserve epistemological ignorance.

**Presenter:**



**Dr. Nancy DiTomaso** is a distinguished Professor of Management and Global Business at Rutgers Business School—Newark and New Brunswick. Her research addresses issues of diversity, culture, and inequality, as well as the management of knowledge-based organizations, and the management of scientists and engineers. Her Ph.D. is from the University of Wisconsin-Madison, and she previously taught at New York University and Northwestern University. She also has a Certificate in Business Administration from The Wharton School of the University of Pennsylvania and attended Proyecto Linguistico in Quetzaltenango, Guatemala. Her

2013 book, *The American Non-dilemma: Racial Inequality without Racism* (NY: Russell Sage) won the C. Wright Mills Award from the Society for the Study of Social Problems and the Inequality, Poverty, and Mobility Section Distinguished Book Award from the American Sociological Association. The book also received Honorable Mention for the Max Weber Award for Best Book given by the Organizations, Occupations, and Work Section of the ASA and was Runner Up for the George R. Terry Award given by the Academy of Management for the Best Book in Management over a two-year period. Professor DiTomaso won the 2016 Sage Award for Scholarly Achievement in Gender and Diversity given by the Academy of Management Division on Gender and Diversity. She has co-authored or co-edited five other books and has had articles published in such journals as *Administrative Science Quarterly*,

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*Academy of Management Journal, Annual Review of Sociology, Journal of Management Studies, Research in Organizational Behavior, Leadership Quarterly, and California Management Review.* She has received grant support from the Russell Sage Foundation, the National Science Foundation, the Sloan Foundation, and the U.S. Department of Labor among others. She has been elected to several national offices in professional associations, including a position on the American Sociological Association Council, as President of the Society for the Advancement of Socio-Economics, and as Chair of the Organizations and Occupations Section and of the Economic Sociology Section of the ASA. She served as chair of the Department of Management and Global Business for twelve years, as Doctoral Director for the Ph.D. in Management Program for two years, and as Vice Dean of Faculty and Research for two and a half years.

In addition to research and teaching, Professor DiTomaso has conducted workshops, offered seminars, conducted survey research, and provided other professional services on a consulting basis for major corporations and public agencies.

## April 2023

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### **Praxis for Antiracist Leadership: Disrupting the Roots of Racism/White Supremacy in Strategy, Design & Measurement**

This applied session will introduce participants to the use of praxis/learning loops to explore the root causes of racism/white supremacy in their work as leaders in designing internal or external strategy. Erika Bernabei and Elodie Baquerot Lavery will introduce 7 Principles of Antiracist Impact driven work (aligned with PISAB principles) and then apply those principles to a learning/praxis method for strategy and measures development. Participants will work in small groups for real time practice.

#### **Presenters:**



**Erika Bernabei, PhD's** (she/they, white) work connects intentions and impact, in solidarity with Black, Indigenous and communities of Color and our collective humanity. Through Equity & Results, Erika leads the strategic design and implementation of whole organization and collaborative work to achieve racially equitable results. Erika works with small and large organizations, collective impact initiatives and public agencies to use results-driven, racial equity principles to build capacity for impact. Equity & Results uses antiracist principles, developed by the People's Institute, elders, scholars and organizers, to transform how systems work and

strategically disrupt common practices and replace them with actions that address the root causes of the problem. Erika is an expert in Antiracist Results-Based Accountability (AR RBA), and has worked with groups locally and nationally to successfully use this tool. Prior to E&R, Erika worked at PolicyLink for nearly a decade, co-leading the development of the Promise Neighborhoods Institute to support more than 50 place-based partnerships implementing a results driven infrastructure and as an Assistant Commissioner in the New York City Department of Homeless Services. She has a MA in

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Education Policy from Teachers College, Columbia University and a PhD in Educational Leadership from New York University.

Erika lives in New York State with her partner and dog, and loves people, getting out of town, food and music.

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***Elodie Baquerot Lavery, MSc*** (she/her, white) is an experienced senior executive with a demonstrated history of working across the public, non-profit, philanthropic, and private sectors to design and implement large-scale change efforts in service of racial justice. As the long-time Chief Operating Officer of two national non-profit organizations and a history of working in local and federal government, she has a deep and practiced understanding of what it takes - at the individual and institutional levels - to adaptively shape change from the inside-out. Much of her work falls at the intersection of antiracism and organizational development.

Throughout, she deploys her facilitation, coaching, strategic planning, and operational skill sets to support organizational change that centers humanity and drives meaningful impact. Most recently, Elodie served as the Chief Operating Officer at Public Allies, a 28 year old national social justice organization committed to changing the face and practice of leadership by recruiting, training, and supporting talented young leaders, with a passion for social impact, to create meaningful change in their communities. Before that, she spent nine years as the COO of Living Cities. Prior to joining Living Cities, Elodie was a presidential appointee in the Obama Administration, where she served as a senior member of Secretary Shaun Donovan's Office at the U.S. Department of Housing and Urban Development. Previously, Elodie was a Housing Fellow at the New York City Department of Housing Preservation and Development. She has also worked as a Research Associate at Monash University and at the New York City Economic Development Corporation.

Elodie is a member of the Antiracist Ecosystem of practitioners who work together for greater antiracist impact and is a graduate of the University of Michigan (BA) and the London School of Economics (MSc). She lives in New York City with her husband and two children.

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## **March 2023**

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### **Reckoning with Power in the Nonprofit Industrial Complex Series Pt. 3**

#### **Building Community Power: Accountable Stakeholder Engagement**

Nonprofits (and the charity model) do not account for the inherent power differential between institutions and the communities they serve. Foundational to this relationship is the imperative of the organization to assert its or donors' worldview inside communities often without directions from communities on programs, governance and investments. How can organizations share power with community? How can community engagement efforts center the most marginalized or impacted

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community's leadership, expertise AND solutions to meet its mission? What institutional practices will need to transform, be added and/or left behind to support meaningful power sharing by the community? This session will explore why nonprofits should engage in authentic power sharing with communities as a mission critical strategy

**Presenter:**



***Aimée R. Thorne-Thomsen, MPA***, (she/her/ella) is a long-time reproductive justice activist with more than 20 years' experience in community organizing, communications, movement-building, and policy advocacy. She launched Guerrera Strategies to focus on building power with and for women and girls, communities of color, immigrants, LGBTQ+ people and young people. Prior to that, Aimée served as the Vice President of Strategic Partnerships of Advocates for Youth, where she oversaw and coordinated the development, implementation and evaluation of Advocates' strategic partnerships with youth activists and organizations in allied social justice movements. Aimée also served as Interim Executive Director of the Astraea Lesbian Foundation for Justice

and Executive Director of the Pro-Choice Public Education Project (PEP). She is Co-President of the Board for Collective Power for Reproductive Justice and Chair of the Board for Women's Voices for the Earth. Previously, she served as the Co-Chair of the Board of Directors of SisterSong Women of Color Reproductive Justice Collective. Aimée has spoken throughout the country in places like the National Abortion Federation Conference, the Women's Convention, NOW National Conference, Netroots Nation, Center for American Progress and Facing Race, and her writings and blogs have appeared in Women's e-News, Daily Kos, Feministing, Feministe and Rewire, among others. A proud daughter of the Puerto Rican diaspora, Aimée's family migrated to New York as part of the Great Migration. Aimée received her Bachelor of Arts in Latin American Studies from Yale University and a Master of Public Administration from the City University of New York.

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## February 2023

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**Series Title:** Reckoning with Power in the Nonprofit Industrial Complex series part 2

**Session Title:** So You've Decided to Make a Decision: Tools for Power Sharing and Facilitative Leadership

Holding a commitment to anti-racist leadership is not the same thing as having the tools to implement that commitment incynthia silv practice. To do so, we must have our eyes on not only our values, but on the pragmatic operations of sharing power. In this session, [Cynthia Silva Parker](#) and [Miriam Messinger](#) from [Interaction Institute for Social Change](#) will join us to share their wealth of experience in supporting organizations and leaders to share and distribute power, especially in decision making. They will share a framework to understand the concept and practice of facilitative leadership, and how it can be utilized to support us in building antiracist structures and cultures in



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nonprofit organizations. Together we will focus on decision-making as a key site of anti-racist practice and an essential element in any effort to share power.

### Presenters:



**Cynthia Silva Parker** is a seasoned capacity builder with more than three decades of experience strengthening organizations and equipping leaders who pursue social justice and racial equity. She finds great joy in the ah-ha moments when people learn a new skill or connect their lived experiences to new ideas. She loves guiding groups to deeper understanding and solid agreements about things that matter. And it's a great day when she can connect good people to one another and to resources to support their work.

Cynthia has served as a senior associate at the Interaction Institute for Social Change since 1998, delivering facilitation, training, consulting, and coaching services in the nonprofit, public, and philanthropic sectors. She also has led or co-led the development of several IISC workshops, including Advancing Racial Justice in Organizations, the Fundamentals of Facilitation for Racial Justice Work and Collaborative Social Change. Cynthia's prior leadership experiences include director of Boston Freedom Summer, the Ten Point Coalition's faith-based youth development project, and project administrator for the Algebra Project, Inc., a national education reform network fighting for quality education as a civil right. Currently, she serves as a volunteer with the Massachusetts Coordinating Committee of the Poor People's Campaign: A National Call for Moral Revival. Cynthia is the mother of three young adult sons, who bring her joy. Cynthia holds a BA from Harvard-Radcliffe Colleges and Master of Public Policy/City and Regional Planning from Harvard's John F. Kennedy School of Government. Check out her talks: What Will It Take To End Racism? (spoiler alert: it's about building collective will, skill, knowledge and strategies) and Race Talk: Moving Beyond the Surface ("Let's make the 21 century the century where love erased the color line!").

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**Miriam Messinger** has devoted much of her professional life to working to ensure that communities are healthy – with resources, a sense of connectedness, and engaged residents driving community development. At IISC, Miriam works on strategy, staff development, and assessment. Her work with clients has a particular focus on organizations and networks focused on racial equity and change efforts and health equity. Prior to joining IISC, Miriam served as an independent consultant helping foundations and other non-profits work towards realization of their visions by addressing challenges with attention to passion, excellence, and stakeholder inclusion.

She facilitated health equity grants and learning strategy at the Blue Cross Blue Shield of Massachusetts Foundation. Earlier in her career, Miriam loved the work she did mentoring, learning, and building organizational capacity as executive director of The City School, a youth and social justice organization. Her professional experience also includes organizational

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change and research and capacity building on issues of youth, public health, and workplace health. Woven throughout is a deep commitment to including multiple voices, authentic and collaborative leadership, and structures that help us to live our values.

One of Miriam's favorite jobs was as a baker in Cambridge. She was delighted to spend the wee hours of her mornings measuring, stirring, mixing, and kneading, returning home at 7 a.m. covered in flour and chocolate. Miriam believes deeply in humanity's ability to envision and create more equitable and loving ways of living together. She lives in Boston and considers her life work to be parenting her two children in ways that bring more goodness into the world.

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## January 2023

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### **A Reckoning with Power in the Nonprofit Industrial Complex Series Pt. 1 Unpacking the Master's Tools: Power, Interdependence and Accountable Gatekeeping**

Like most institutions, nonprofits are not immune to power hoarding and struggles rooted in white dominant culture and norms that impede equitable outcomes, culture and accountability. How can sector leaders with formal power engage in liberatory practices to divest from power rooted in domination? How do we utilize our leadership and teams to tap into other forms of power (power to, power with and power within) to lead with humility and build authentic relationships with staff and community? During this session, we will engage in a community of practice to explore and unleash the potential of interdependent power sharing which fosters more accountable gatekeeping.

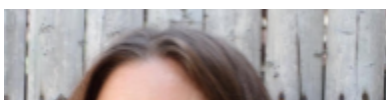
#### ***Presenters:***



***Merle McGee*** is President and CEO of Everyday Democracy, a capacity building organization that uses dialogue and action to foster a multiracial democracy by engaging and uplifting everyday people that power local democracies across the nation. Merle brings nearly 25 years of experience in nonprofit settings, including significant executive leadership experience. Most recently, she has served as Chief Equity and Engagement Officer for Planned Parenthood of Greater New York. There she led organizational transformation by conceiving and implementing Reviving Radical, an initiative to reckon with the organization's history and build

accountable relationships with communities of color. Prior to her work at the Planned Parenthood affiliate, Merle served as Chief Program Officer at YWCA of the City of New York. In this role, she launched numerous program initiatives, fostered strategic partnerships and spearheaded internal cultural change initiatives focused on social justice, race and gender equity. Ms. McGee has also been an Adjunct Assistant Professor of Public Administration at New York University's Robert F. Wagner School of Public Affairs, where she taught nonprofit consulting and Race and Identity in Organizations.

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**Laura Shmishkiss** is an equity consultant, coach and trainer who has committed her life to working for social justice, equity, and liberation. She brings 25 years of experience as an educator, trainer, activist and organizational leader in both nonprofit organizations and schools. As a white, Jewish woman, she has a vested interest in dismantling white supremacy and all other interconnected forms of oppression that live within ourselves and the world. Her consulting practice supports individuals, groups and institutions to engage in practices that support the disruption of and healing from oppression at all levels. Throughout her career, Laura has held many leadership roles within the nonprofit and education sectors. Most recently, Laura served as Executive Director at Center for Racial Justice in Education, a nonprofit organization that trains educators to dismantle racism wherever children learn. Laura earned a Master's Degree in Public Administration from Columbia University's School of International and Public Affairs, a Bachelor's Degree in Sociology from Colby College, and a teaching certification from San Francisco State University.

## December 2023

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### **A More Just Future: Psychological Tools for Reckoning with the Past and Driving Social Change**

Join Dolly Chugh (she/her), author of *The Person You Mean to Be: How Good People Fight Bias* and *A More Just Future: Psychological Tools for Reckoning with the Past and Driving Social Change*, for a conversation about understanding how the legacy of systemic racism, both past and present, impedes us from fully addressing injustice within our nation and our workspace. She will explore our emotional relationship with our country, particularly its complicated past, and weave together stories and science to share evidence-based tools for overcoming psychological barriers that could help leaders with across-difference connections within our teams and our organizations.

#### **Presenter:**



**Dolly Chugh** (she/her,) is a social psychologist and management professor at the New York University Stern School of Business where she teaches MBA courses in leadership and management. Dolly's research focuses on "bounded ethicality," which she describes as the "psychology of good people." Her work has been published in the leading psychology, economics, and management journals, and cited by many books and authors. She has been named an SPSP Fellow, received the Academy of Management Best Paper award, been named one of the top 100 Most Influential People in Business Ethics by *Ethisphere Magazine*, and received many other research honors. Her first book, *The Person You Mean to Be: How Good People Fight Bias*

(HarperCollins, 2018), has received rave praise from Adam Grant, Angela Duckworth, Liz Wiseman, Billie Jean King, and many others. It has been covered on *The TODAY Show*, *The Wall Street Journal*, *The New York Times*, *The Atlantic*, the 10% Happier Podcast, the goop Podcast, NPR, and other media outlets. Dolly's TED Talk was named one of the 25 Most Popular TED Talks of 2018 and currently has almost 5



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million views. Recently, she launched the popular newsletter *Dear Good People*, a free monthly email offering bite-sized, evidence-based, zeitgeisty tips on how to be the inclusive person you mean to be. Her new book, *A More Just Future: Psychological Tools for Reckoning with our Past and Driving Social Change*, was released in October 2022. Prior to becoming an academic, Dolly worked at Morgan Stanley, Merrill Lynch, Sibson and Company, Scholastic, and Time Inc. Dolly attended Cornell University where she majored in psychology and economics for her undergraduate degree and Harvard University for her MBA and PhD.

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## November 2022

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### Quiet Quitting the Anti-Racism Movement: What's happening and why?

Many things changed when Covid-19, George Floyd, and other social justice tragedies hit. It seemed to call everyone's attention to the racial inequities unfolding in society. However, we couldn't foresee the impact of these forces. And gradually, people in the movement began to wake up to the imbalances in their priorities and quit the anti-racism work quietly. Now leaders are left with figuring out what is happening and why. We will help leaders understand what quiet-quitting antiracist organizational change work and the concept of “throwaway people” look like within organizations. We will discuss how authentic relationships and leadership reinforce the race work, the process of rethinking effective strategies, and provide steps for re-engaging and attracting staff back to the movement.

### Presenters:



**Mahdi Davenport**, CEO of Soul Focused Group, brings over thirty years of experience as a practicing life coach and antiracist organizer, facilitator, and spiritual teacher. He was also a core-trainer/consultant with the People's Institute for Survival and Beyond for more than 20 years, facilitating the Undoing Racism workshop. Mahdi has successfully helped thousands of people own their power and transform their impact in every city in the U.S and in many countries abroad. Mahdi's primary focus has been and continues to be facilitating human connection that helps people recover and heal from racism and other forms of mental and emotional trauma. This expertise and passion allowed Mahdi to

expertly hold space for leaders to explore and heal from the cultural programming that allows racism to sustain. Mahdi's honest, transformative, and healing approach at facilitating human connection gives birth to genuine relationships, friendships, and partnerships. People who once didn't see eye to eye find themselves standing on common ground. The shift happens on common ground.



**Dustin Washington** is the Vice-President and Senior Consultant of Soul Focused Group. He specializes in leading heart-centered learning experiences with a deep belief in

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the inherent worth and power in every participant. Dustin wholeheartedly believes everyone has the power to be a transformational leader when they heal their toxic groundwater and commit to leading from their authentic selves.

For over twenty-five years, he was a core trainer for the People's Institute for Survival and Beyond. He facilitated numerous Undoing Racism trainings for government officials, educators, students, prosecutors, public defenders, law enforcement, medical professionals, public health organizations, nonprofits, tribal councils, social service agencies, clergy, and incarcerated men and youth.

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## October 2022

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### History, Trauma, Culture and Healing

Dr. Joy Degruy joined us to discuss how leaders can heal from racial trauma, especially during and after multiple pandemics.

We explored:

Virtues and Positive Racial Socialization on the individual and institutional level

The philosophical aspects of cultural difference: Understanding the Experience of Others

The Relationship Approach: Empathy and Mitigating Stress

She provided tools for all leaders working with cross-racial staff and various communities.

### Presenter:



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**Dr. Joy Angela DeGruy** holds a Bachelor of Science degree in Communication, a Master's degree in Social Work (MSW), a Master's degree in Clinical Psychology, and a PhD in Social Work Research. Dr. DeGruy is a nationally and internationally renowned researcher and educator. For over two decades, she served as an Assistant Professor at Portland State University's School of Social Work and now serves as President and Chief Executive Officer of Joy DeGruy Publications Inc. (JPD). Dr. DeGruy has published numerous refereed journal articles and book chapters and authored her seminal book entitled

"Post Traumatic Slave Syndrome: America's Legacy of Enduring Injury & Healing". She has also developed an assessment scale for measuring respect with regard to African American male youth.

Dr. DeGruy is a nationally and internationally renowned researcher and educator. Through lectures, workshops, seminars and special guest appearances, Dr. Joy has shined a light on the critical issues affecting society. Dr. Joy's seminars have been lauded as the most dynamic and

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inspirational currently being presented on the topics of culture, race relations and contemporary social issues.

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## September 2022

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### **The Race Construct and Its Relationship to Concentrated Poverty and the Human Service Arena**

Attendees will take a deep dive, investigating the relationship between a race construct, concentrated poverty, and the human service arena. Attendees will explore/discuss how their individual organizations operate within the construct of structural racism and the various ways they are addressing, challenging, and dismantling the barriers to services it presents. Specific conversation will be had around navigating the practice of being an unapologetic anti-racist leader while working collaboratively with other human service organizations

#### **Presenter:**



**Tony Porter** (he/him/his) is an author, educator, and activist working to advance gender and racial justice and create a more equitable society. Porter is internationally recognized for his efforts to prevent violence against women while promoting a healthy, respectful manhood. He is a leading voice on issues of manhood, male socialization, and preventing violence against all women and girls. Porter's 2010 TED Talk has been named by GQ Magazine as one of the "Top 10 TED Talks Every Man Should See."

He is sought after for his in-depth understanding of the collective socialization of men, healthy manhood/masculinity, the intersections of oppression, diversity, equity, and inclusion, white supremacy culture and anti-Blackness, and promoting gender and racial equity.

Porter serves as an adviser to the National Football League, providing policy consultation, working extensively with player engagement, and facilitating violence prevention and healthy manhood training. He has also provided training to the National Basketball Association, National Hockey League, Major League Soccer, and Major League Baseball. He is an international lecturer for the U.S. State Department, having extensive global experience, including Brazil, India, and Africa, and has been a guest presenter to the United Nations Commission on the Status of Women. Porter has worked with the United States Military Academy at West Point and the United States Naval Academy at Annapolis.

Porter is the author of "Breaking Out of the Man Box" and the visionary for "NFL Dads: Dedicated to Daughters."

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**Danielle Nicholson** (she/her/hers) is the Chief Operations Officer of A Call to Men and has been with the organization since 2012. With a passion for the human services field, she previously served as an independent contractor for NAMI: National Alliance on Mental Illness, organizing student-led NAMI on Campus organizations for Historically Black Colleges and Universities in the Piedmont of North Carolina. Through her role with A Call to Men, Danielle provides anti-racism training and coaching in both corporate and non-profit spaces.

Additionally, Danielle serves on the board of Beauty for Ashes Ministry, INC., a Charlotte, NC-based ministry designed to help churches implement domestic violence policies and facilitate forums where courageous conversations can be held.

Continuing her work in the faith community, Danielle has served as a public speaker and facilitator of faith-based mentoring programs geared toward middle-school and high-school-aged girls. Danielle is a graduate of the University of North Carolina at Charlotte with a bachelor's degree in psychology and will earn her Master of Business Administration from Gardner-Webb University in Fall 2022.

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## July 2022

### Staying the Course

David Billings were two of the founding six community organizers who established The People's Institute for Survival and Beyond in 1980. The brainchild of Dr. Jim Dunn and Ron Chisom, PISAB was created to train community organizers whose understanding of racism would guide their efforts to build a national movement to "Undo Racism". Rooted in the vision of Saul Alinsky, Ella Baker, Ann Braden and the Rev. Dr. C.T. Vivian, PISAB believed that social change in this country must be led by people of color, especially Black and African Americans, but must be inclusive of all racial groups and required the active participation of white, antiracists. They stressed that racism must be defined and seen as central to effective strategy regardless of whatever issues a community was focused on or confronted with. PISAB's signature workshop was called "Undoing Racism/ Community Organizing". It had to be steeped in culture and understood as a "way of life" that sustained a people and nurtured their sense of their own power and possibility

Barbara Major and David Billings will discuss why the founding principles of the Institute still guide their work today and how do organizations use these principles to develop leadership that can be passed on amid generational change and demographic shifts. They will discuss the current backlash to race equity efforts and why building networks/movements are still crucial elements in resisting the overt resurgence

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**Presenters:**



**Rev. David Billings** is an anti-racist historian, educator, minister, Fulbright Scholar, and community organizer. He was co-founder of European Dissent, a nationwide network of antiracist white activists with 60 local affiliate organizations. Billings consults formally and informally with organizers around the United States on a regular basis. He is one of the original core trainers with The People's Institute for Survival and Beyond and serves on the board of directors of The Center for the Study of White American Culture, a multi-racial and interracial network focused on the decentering of whiteness and challenging white supremacy around the world. David Billings was a NGO delegate to the 2001 United Nations Conference on

Racism, Discrimination, and Oppression held in Durbin, South Africa. He is a part of the United Nations Human Rights Network. He became a racial justice activist while at the University of Mississippi in the mid-1960's. His experiences led him to enroll in New York Theological Seminary and to becoming an ordained United Methodist Minister. While he served churches in New Orleans and the Bronx, much of Rev. Billings' ministry has been in community work, including five years with the National Office of the United Methodist Church.

In the early 1980's, Billings became a trainer/organizer with The People's Institute for Survival and Beyond ([www.pisab.org](http://www.pisab.org)), a national, multiracial, antiracist training institute headquartered in New Orleans. During this time in McComb, he completed *Deep Denial: The Persistence of White Supremacy in United States History and Life*, which was published in 2016. *Deep Denial* won the top 2017 Next Generation Indie Book Award in the Current Events/Social Change category. It also was awarded Finalist standing in two other categories: Historical Non-Fiction and Multicultural Non-Fiction. In 2019, Billings returned to New York City where he once again lives in the Bronx. Billings lives in New York City with his wife, anti-racist organizer and historian, Margery Freeman.

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**BARBARA CRAIN MAJOR**

**Barbara Major, MSW**, is a community organizer and trainer with over forty years' experience in local, national, and international community development efforts. This work includes everything from nurturing leadership development efforts within local communities to assisting institutions in developing strategies to de-institutionalize racism and Institutionalizing Anti-Racism. Originally trained in Sociology, Barbara is a native of New Orleans and Franklinton Louisiana. Until Hurricane Katrina, Ms. Major served as the chair of the St. Thomas/Irish Channel Consortium, a nationally acclaimed model for holistic community and

institutional transformation. For 12 years she was Executive Director of the community driven and controlled St. Thomas Health Clinic. To this day, the St. Thomas Health Center continues to serve the Greater New Orleans underserved and underinsured population.

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She is a core trainer for The People's Institute for Survival and Beyond and consultant for many national Anti-racist organizations. She connects her local organizing to training in anti-racism for people and institutions that live in or work with struggling communities. Ms. Major served as Co-Chair of the Mayor's Bring Back New Orleans Commission post Katrina. She is a co-founder for Citizens United for Economic Equity, an organization founded by New Orleanians to ensure equitable African American community participation in the rebuilding of New Orleans and serves as Board president of the Robert Russel Moton Charter School in New Orleans and Board Chair of the Tate, Etienne, Prevost Center. Barbara has served as Board president of the Regional Transit Authority and board member of The New Orleans Redevelopment Authority (NORA). Ms Major's latest published work is titled "Building a Net that Works" in the book *State of The Race*. She is completing Her Book *Deconstructing Racism, a Path toward Lasting change*. She has received numerous awards and citations for her achievements but says "her family" is the greatest award that God has given her.

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## June 2022

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**Workplace Moral Injury and White Supremacy** For people who work in the social service, mental health, and medical helping professions, engaging in oppressive and racist practices that perpetuate their moral injury is commonplace. For example, moral injury inevitably occurs when the work involves the nonprofit industrial complex, the medical systems that prioritize paperwork and profit over provider and patient care, the prison industrial complex, or the mental health field with its practices founded on hetero-normative white colonialism. For Black, Indigenous, and People of Color, and other marginalized groups, the toll of their oppression fatigue is exacerbated when their work perpetuates harm to their communities. In our First Monday discussion, we will explore the concept of moral injury, identify examples of workplace policies and expectations that intertwine white supremacist dynamics and moral injury, and identify ways to reduce moral injury and increase anti-racist practices.

**Presenter:**



**Irene Greene, MSED** is the sole proprietor of Greene Growth & Training. Irene lives and works on Anishinaabe land, commonly known as Minneapolis, Minnesota. The Anishinaabe are the Indigenous peoples who originally lived in the Midwest. Irene is a European-American (Irish, German, and Roma Gypsy) cisgender older woman, an "out" lesbian for over 35 years, an avid MN Lynx Basketball fan, and a community organizer and activist. She hails from a small conservative all-white Catholic farming community in rural Minnesota. Irene has a multi-racial family, which includes two adult children, two cats, and numerous plants.

Irene has worked for over 30 years as a counselor, coach, consultant, and educator. Irene has a Master of Science in Education Degree from the University of Wisconsin-Superior's Guidance and Counseling Program of the Educational Leadership Department. She has several certifications, including a Post-Graduate Certificate in Positive Psychology Well-Being Coaching and certifications in trauma, burnout, and compassion fatigue. Most of Irene's clients identify



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as LGBTQ+, BIPOC, QBIPOC, social justice activists, and nonprofit, mental health, and medical professionals. Her training, consulting, and coaching are typically within the nonprofit and helping professions. Irene has facilitated dozens of trainings on political trauma stress, compassion fatigue, burnout, vicarious trauma, oppression fatigue, moral injury, trauma-informed care, and anti-racist allyship. Irene facilitates a support group for LGBTQ+ Twin Cities Executive Directors, is a co-founder and the Chair of the MN LGBTQ+ Therapists' Network, facilitates an allyship and accountability group for white mental health professionals, and is a psychological first-aid street medic trainer. She is a past member of the MN Women in Psychology's steering committee and the first Director of the University of MN-Twin Cities Sexual Violence Program. Irene is also an Ordained Minister with the Universal Life Church.

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## May 2022

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### Raising Antiracist Children and Changing Our Future!

Educators, parents, grandparents, family, friends, mental health professionals, school professionals, and community members all form part of the village that raises children. Research shows that children begin to absorb lessons about race and racism from the culture around them, beginning in their infancy. Avoiding discussion of racial matters does not produce anti-racist children; on the contrary, it leads to children who are ill-equipped to address racism and who will perpetuate systemic oppression. In particular, the vast majority of white families and educators do not teach children about race and racism. This part of the village needs to be called in. Join us for a discussion and a CALL TO ACTION! Trainers from the Center for the Study of White American Culture (CSWAC) will present elements from our work on Raising Anti-Racist Children. Strategies, tools and principles we offer are generally applicable to children of any age or race and the villages that raise them.

### Presenters



**Edie Grauer, BSW, MSW** is a seasoned non-profit executive and change agent whose career has focused on promoting empowerment, inclusion and self-determination of oppressed and disenfranchised persons. She has extensive experience in the areas of homelessness, criminal and juvenile justice, children in out-of-home placement, substance abuse and addiction, and HIV/AIDS. Edie has taught at numerous colleges and universities in the areas of social work, criminal justice, community and leadership building, drug abuse and addiction, sociology, and psychology. She developed and presented training for The New Jersey Project on Inclusive Scholarship, Curriculum, and Teaching

to college faculty on honoring and infusing cultural diversity across the disciplines.

Edie was recognized by Volunteers of America for her infusion of cultural diversity into their employee training and program policies and standards, and was awarded a Transcultural Art Project through

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Rutgers University for a transitional housing program for persons affected by HIV. Edie currently serves on the Board of Trustees of Court Appointed Special Advocates of Somerset, Hunterdon and Warren Counties (CASA).

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**Orinthia Swindell, MEd** is passionate about creating space for the work of equity and inclusion. She has served as an educator for 29 years, as an Equity Practitioner in schools in addition to her role as an Independent Consultant. Much of her work has centered around young children's awareness of race and identity and adult skill development around this as well.

Orinthia has facilitated numerous workshops and presentations, presented at national conferences and has been a guest speaker at teacher preparation programs.

Orinthia holds a Bachelor's Degree from Brooklyn College in Sociology, a Master's Degree in Early Childhood Education N-2 from Hunter College and a Master's Degree in Early Childhood Leadership from Bank Street College of Education. One of her most esteemed accomplishments is being the mother of two amazing Black young men.



**Robin Mallison Alpern** is a white cis-gender woman raised in the Religious Society of Friends (Quakers). She has a lifelong concern for racial justice and equity. She works with anti-racism organizations in her home community and among Quakers, including cross-racial groups and white caucus groups. Her anti-racist vision and practice have been informed and shaped by a multitude of mentors and leaders, both white and of color.

As Director of Training at CSWAC, Robin co-designed and co-leads a series of workshops on *What White People Can Do About Racism*.

Robin's focus is on engaging white people in work for racial justice and equity. She couples compassion for white people's humanity with an invitation to accountability and commitment to a life of anti-racist activism.

Robin has co-presented workshops at the annual White Privilege Conference and has been a guest speaker at events and on podcasts. She was recruited by professors at Vassar College to help develop and teach an off-campus class for educators on *How to Talk About Race* with children.

Robin has raised four anti-racist white children who teach her every day how to make the world a better place to live.

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## April 2022

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### HEARTS Justice: Building Embodied Antiracist Institutions



One of the main ways white supremacy maintains its system of dominance is to keep us in a constant state of threat- whether actual or perceived. In doing so, white supremacy seeks to disconnect us from the inherent wisdom that comes from being in interdependent relationships with our bodies, minds, spirits and communities. In our antiracism work, this can look like disembodied, over-intellectualized, disassociated behavior, leading to perpetual states of urgency, hyper-production, exploitation and burnout, which further perpetuates harm to Black, Indigenous and People of Color. How do we connect our hearts and minds as we fight systemic racism and other forms of oppression that exist inside and outside of our institutions? How do we

build systems that center communal care for those most impacted by oppression and injustice? Our presenter, Emanuel H. Brown, Executive Director and Founder of [Acorn Center for Restoration and Freedom](#), will share a HEARTS Justice framework that supports leaders in integrating embodied practices of healing, arts and spirituality as essential tools for antiracist strategy and capacity building. Together we explore the impacts of HEARTS Justice on our leadership, unlock new pathways to use HEARTS Justice in our work, and dream into a world where our HEARTS are integral to our social justice and social services organizations. Come prepared to engage in embodied practice during the session.

#### Presenter:



**Emanuel H. Brown** (he/him) is a Black Caribbean Trans Masculine Non-Binary person living at the intersections of race, gender, and sexuality. As an Embodied Freedom Practitioner, Emanuel works with BIPOC, and Queer/Trans\* folks creating new strategies for liberation and freedom using (healing/arts/spiritual) HEARTS Justice. His integrative approach gained the attention of numerous institutions, and movement spaces including Auburn Seminary, St. Louis University Institute for Healing Justice and Equity, Facing Race, and BYP100. As a thought leader, he has been a guest on What's the Big Idea?!, Black Girl Masculine, and Justice is Essential. He has been awarded fellowships from Pop Culture Collaborative Fellow and Resonance Network and is a

2021 Southern Healing Star Awardee. Emanuel serves as Executive Director and Founder of [Acorn Center for Restoration and Freedom](#). [www.emanuelhbrown.com](http://www.emanuelhbrown.com) IG @emanuelhbrown

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## March 2022

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### Transforming the Shame of Whiteness for Collective Healing

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Robin Schlenger, LCSW focuses much of her time and work on understanding the ways that white shame prevents white people from having authentic conversations about race and developing the necessary muscle to take proactive positions in promoting racial and social Justice. For the past five years she has been partnering with Dr. Alana Tappin (a Black Psychologist from Toronto) to create opportunities for white people to be truly accountable by practicing shame resilience so that they can actively engage in meaningful racial conversations and cross-racial relationships without surrendering to white shame that often stifles and smothers racially just behaviors. As two women, one Black and one white, Dr. Tappin and Robin have borne witness to lives being destroyed by the racially-based denial and silence of white people. In their experience the shame that is evoked from many white people coming to terms with their complicity with White supremacy is often a paralyzing and debilitating condition for well-intentioned white people who desire but seem to be unable to deeply explore their Whiteness in an honest and transparent way. Understanding that real change and transformation can only happen through compassion and connection, they have both searched for ways to create opportunities for white people to be truly accountable by practicing shame resilience. Robin continues to practice and teach what she has learned and experienced through the process of uncovering and transforming the dynamics of white shame. She has come to understand that true embodied healing must come with compassionate accountability.

**Presenter:**



***Robin Schlenger, LCSW*** has many years of clinical and supervisory experience working in the nonprofit and public sectors. She is a therapist, clinical supervisor, and a White Anti-Racist Consultant, Coach and Organizer. As a consultant, Robin specializes in facilitating presentations and trainings that are rooted in restorative and anti-racist principles, which includes, difficult dialogues, supervision across differences and creating respectful and appreciative workplaces. She speaks extensively on white privilege from an individual and organizational perspective and what it means to partner with people of color in antiracist work.

Robin's clinical experiences include working in hospitals, schools, counseling centers and private practice with adults and adolescents, in individual and group therapy. She was a Clinical Director for a community based organization where she supervised social workers, creative arts therapists and licensed mental health counselors. As a part of the Professional Development team, Robin created and facilitated training, workshops and small group learning experiences both inside and outside of the organization.

Robin is a current member of The People's Institute of Survival and Beyond's (PISAB) North East Leadership team. and a member of The European Dissent (ED) leadership team which is an Affinity Group of PISAB. ED is a group of people of European Decent who "dissent" from the ideology of white supremacy and organize together with other whites and people of color to undo racism.

Robin wants to acknowledge and lift up the BIPOC in her life whose generosity, and patience have made it possible to be doing this work. Without them she would not be where she is today.

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## February 2022

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### Building an Antiracist Organizational Culture Series: Systems, Practice and Accountability (2)

Building an antiracist organizational culture engages various levers of organizational life, and requires strategic systemic interventions in addition to changing hearts and minds. Successful roadmaps for equity transformation (re)build institutional structures and processes to ensure that work and power are aligned with intersectional equity analysis. Our presenters Kerrien Suarez, Executive Director of Equity in the Center and Fiona Kanagasingam, organizational development and equity consultant and co-founder of The BIPOC Project will discuss the importance of building systems of accountability that create culture AND SYSTEMIC change. During this session attendees will learn about the Equity in the Center's [Awake to Woke to Work](#) framework, and implementation strategies and tools that lead to equity transformation.

#### Presenters:



**Kerrien Suarez** is executive director of Equity In The Center®, a field-wide initiative to influence social sector leaders to shift mindsets, practices, and systems to achieve race equity. EiC envisions a future where nonprofit and philanthropic organizations advance race equity internally while centering it in their work externally. In 2018, it published [Awake to Woke to Work: Building a Race Equity Culture™](#), which details management and operational levers organizations utilize to transform culture. Kerrien's focus on race equity developed through work with Surge Institute, Camelback Ventures, EdFuel and National Black Child Development

Institute, where she supported emerging and established leaders and social entrepreneurs of color. A management consultant with over 20 years of experience, Kerrien led engagements to refine programs and scale impact for national nonprofits, including The First Tee and AARP ExperienceCorps, while at Community Wealth Partners, where she also coached grantees of the Annie E. Casey, Wells Fargo and Robert Wood Johnson foundations on issues ranging from organizational capacity and sustainability to place-based collective impact. Kerrien is a graduate of Harvard College and London School of Economics. You can follow her on Twitter at @klrs98 and @equityinthctr.



**Fiona Kanagasingam** co-founded [The BIPOC Project](#), which aims to build authentic and lasting solidarity among Black, Indigenous and People of Color (BIPOC), in order to undo Native erasure and anti-Black racism, and to dismantle white supremacy and advance racial justice. An organizational development and equity strategist with 20 years of experience, Fiona has managed change and scaled impact across multiple sectors as both a consultant and executive leader, most recently at Planned Parenthood of Greater New York,

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where she designed and led the [organization's strategy to center equity across all operations and programs](#). Previously, Fiona was a senior leader at Community Resource Exchange (CRE) where she led engagements focused on strategic planning, equity, leadership development, team effectiveness, and change management for funders, nonprofits, and higher education, and public sector organizations. She built and scaled CRE's Equity and Inclusion practice to one of the firm's largest, and launched CRE's own internal racial equity transformation.

Fiona graduated from Columbia University and Monash University, and has a Certificate in Nonprofit Management from Georgetown University. She is also a certified executive coach. Learn more about her experience on [LinkedIn](#).

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## January 2022

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### "In the Room Where It Happens"

How do we instill the values of undoing racism and public purpose in generations to come? Donald K. Sherman, Vice President and Chief Counsel at Citizens for Responsible Ethics in Washington (CREW), will share insights and stories about his influences as a Black boy from Queens and how they led him to his life of public service and justice advocacy. David will also open up about his journey fighting against racism and for justice in the public sector.

### Presenter:



**Donald K. Sherman** serves as Citizens for Responsible Ethics in Washington (CREW)'s Vice President and Chief Counsel, and previously served as Deputy Director. Prior to joining CREW, Sherman served in various roles in the House, Senate, and the Executive Branch including as Special Assistant to the President for Racial and Economic Justice at the White House, Senior Counsel to Ranking Member Claire McCaskill on the Senate Homeland Security and Governmental Affairs Committee, and Chief Oversight Counsel to the late Rep. Elijah Cummings, then-Ranking Member of the House Committee on Oversight

and Government Reform. Sherman was also Chief of Staff and Senior Counsel for Oversight and Investigations in the Office of General Counsel at the U.S. Department of Housing and Urban Development (HUD). Sherman began his career on Capitol Hill as counsel on the House Ethics Committee where he investigated alleged ethical violations by Members of Congress and staff. Sherman also practiced law in the Washington, DC office of Crowell & Moring, LLP and served as a law clerk to the Honorable Neil E. Kravitz of the District of Columbia Superior Court. Sherman graduated cum laude from Georgetown University with a degree in American Studies and earned his J.D. from the Georgetown University Law Center.

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## December 2021

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### Building a Race Equity Culture Series: Aligning Leadership, Practice and Systems

Building a race equity culture requires intentional, courageous and interdependent leadership that doesn't rely on domination, extractive practices or a scarcity mindset. How do we align our leadership practices with race equity values to reimagine and create institutions where all people thrive? Our presenters, Monisha Kapila and Bianca Casanova Anderson, co-CEOs of ProInspire, will share ProInspire's Leadership Model for Race Equity Impact, which includes key building blocks for applying a race equity analysis to the leadership of self, people, organizations and systems.

#### Presenter



**Monisha Kapila** founded ProInspire to help individuals and organizations achieve their potential for social impact. She now serves as co-CEO. Born and raised as a first-generation South Asian immigrant in Flint, Michigan, Monisha's passion stems from her personal experience working in the nonprofit sector. Over the past decade, she has led ProInspire to grow from supporting five fellows to working with hundreds of organizations to advance leadership and equity.

Prior to launching ProInspire, Monisha worked for Capital One, Accion, the Initiative for a Competitive Inner City, CARE, and Arthur Andersen. Monisha has an MBA from Harvard Business School, where she received the Dean's Award, a BBA from the University of Michigan, and a Certificate in Leadership Coaching from Georgetown University. She teaches about leadership and equity at Georgetown's Center for Public & Nonprofit Leadership. Monisha serves as a Board Member for AchieveMission, the National Human Services Assembly, and advises many early stage nonprofit initiatives. She has been published in Nonprofit Quarterly, Stanford Social Innovation Review, the Huffington Post, The Chronicle of Philanthropy, Next Billion, and other publications.

Monisha has been recognized as an HBS Leadership Fellow, American Express NGen Fellow, National Urban Fellows America's Leaders of Change, and was named to The Chronicle of Philanthropy's 40 Under 40 list.

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**Bianca Casanova Anderson** is the co-CEO of ProInspire, where she supports nonprofit organizations and foundations by leading a portfolio of training programs and services that center race equity and leadership development. Bianca is an educator, nonprofit leader, and social justice practitioner, with expertise in interpersonal communication, racial equity facilitation, and human



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development. As an educator for almost a decade, Ms. Anderson found her passion for human-centered change in the classroom. She built a unique background by cultivating inclusive learning environments that center relationships, uplift marginalized voices, and disrupt racism. As the founding Director for the Dallas-Fort Worth site of the Center for Racial Justice in Education, she trained and advised over 3,000 community leaders and educators around the nation in effective racial equity policies, practices, and procedures. Most importantly, Bianca loves people. She lives and leads through a lens of radical love, deep inquiry, and transformative justice. She is committed to creating spaces where every person feels safe, smart, and significant.

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## November 2021

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### Gathering for Rupture and Repair: In Conversation with Priya Parker

For years, so much of the labor of anti-racist work within institutions was about demanding the conversation about race take place. Now, in our country and in most of our organizations, we have won the fight to regard race as the essential and central topic it has always been. But the act of talking about race does not itself guarantee transformation in people, relationships, or institutions. Many organizations, in fact, experience the surfacing of this dialogue in the form of rupture, disrepair, and entrenchment, and many organizations respond as though they are choosing between a new chaos or reverting to a status quo of institutional norms rooted in white supremacy culture.

Priya Parker has spent more than a decade reflecting on questions about how people gather and what comes of it—what elements of gathering support honesty, connection, and transformation, and what habits and practices instead lock us into stagnant or counterproductive engagement with one another. We will ask her to turn her lens to the questions of organizations in this current cultural moment, to share what she has observed about gathering and what it means for conversations about race, what questions people are posing to her as they navigate this time, and what ideas she has about some likely characteristics of the best ways forward for people and groups to come together in a way that fosters lasting change

### Presenters:



**Priya Parker** is a facilitator, strategic advisor, acclaimed author of *The Art of Gathering: How We Meet and Why it Matters* and the host of the *New York Times* podcast, *Together Apart*. Parker has spent 15 years helping leaders and communities have complicated conversations about community and identity and vision at moments of transition. Trained in the field of conflict resolution, Parker has worked on race relations on American college campuses and on peace processes in the Arab world, southern Africa, and India. Parker is a founding member of the Sustained Dialogue Campus Network, a member of the World



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Economic Forum Global Agenda Council on New Models of Leadership, and a Senior Expert at Mobius Executive Leadership. She studied organizational design at M.I.T., public policy at the Harvard Kennedy School, and political and social thought at the University of Virginia. She has spoken on the TED Main Stage, and her TEDx talk on purpose has been viewed over 1 million times.

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## October 2021

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### **The Critical Race Theory Hysteria: Resisting the white supremacist campaign against anti-racism and equity organizational practices.**

The nation is buzzing with critique and fear about the legal racial justice framework Critical Race Theory (CRT) despite many not knowing its origins or context. Increased efforts to address systemic oppression, promote equity and face our history has been met with backlash and accusations of 'reverse racism.' Our presenters, *Dr. Danielle Moss, President and CEO of Oliver Scholars, Benny Vasquez, Chief Equity Officer, KIPP Foundation and Naledi Sean Semela, Director of Equitable Practices and Social Impact at the Browning School* will discuss the white supremacist campaign against anti-racism in educational settings, and offer examples of engaging in ongoing anti-racist practice as an act of resistance and liberation. Together we will continue to explore how to build equitable organizational systems and implications for the nonprofit and public sector.

#### **Presenters:**



**Dr. Danielle R. Moss** brings a deep commitment to educational equality and social justice to her role as Oliver Scholars' Chief Executive Officer. Before joining Oliver Scholars in January 2019, she served as Chief of Staff at The New York Civil Liberties, where she was recruited to help the organization's leadership solidify its strategy for managing unprecedented growth and to deepen internal capacity to embed a diversity, equity, and inclusion framework to inform the organization's work. Before joining NYCLU, Dr. Moss served as President and CEO of the YWCA of the City of New York, where she leveraged her experience in education and community building to put the YWCA back at the forefront of the conversation on women and girls in NYC.

In 2015, she was asked by Melissa Mark-Viverito, the Speaker of New York's City Council, to Co-Chair the Council's Young Women's Initiative, a citywide effort to remove the systemic barriers to achievement that disproportionately affect girls of color. In 2016, Mayor DeBlasio appointed her to the city's newly established Commission on Gender Equity.



**Benny Vasquez**, Chief Equity Officer, as KIPP Foundation's first Chief Equity Officer, Benny Vásquez is responsible for setting and implementing an overarching vision of diversity, equity and inclusion (DEI) that works to eliminate systemic organizational marginalization and promotes inclusion and anti-racist practices.

Benny's journey includes working as the Co-Executive Director of Center for Racial Justice in Education where he trained educators in dismantling racism in their classrooms and communities, and the Director of Diversity at The Town School and the Director of Education at GLSEN – the Gay, Lesbian and Straight Education Network.

He is one of the co-founders of The CARLE Institute (Critical Analysis of Race and Learning in Education): An Institute for White Educators. Benny Vásquez describes himself as a lifelong learner and a seeker of justice.

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**Naledi Sean Semela** is the Director of Equitable Practices and Social Impact at the Browning School. In his tenth year as an educator, Naledi's approach to DEIB is rooted in the spirit of ubuntu, recognizing the interconnected nature of humanity to urgently assert every person's dignity and belonging. Naledi works with schools and nonprofits to enhance culturally responsive and inclusive environments. Naledi is a graduate of Colgate University and has an M.S.Ed. in School Leadership from the University of Pennsylvania.

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## September 2021

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### On White Antiracist Action and Accountability

Mary Pender Greene, LCSW-R, CGP and Dr. Alan B. Siskind will present on what White people can and need to do to move beyond antiracist identification and rhetoric to effective antiracist action and accountability. White people are often stymied as to what they can and should do to move an antiracist agenda forward. This presentation will be supported with significant opportunity for discussion and reflection in breakout groups with BIPOC and White participants jointly and separately. Robin Diangelo's new book "Nice Racism" will provide a basis for discussion as well as the experience and questions of First Monday participants.

### Presenters:



**Mary Pender Greene, LCSW-R, CGP**, is the President & CEO of MPG Consulting (MPGC), a company that is committed to eliminating bias and structural racism in the workspace. She is a career/executive coach, antiracist consultant, public speaker, and psychotherapist with a private practice in Midtown Manhattan. She is a thought leader in the social services industry, recognized by her peers for her wisdom, contributions, and novel ideas on implicit bias, structural racism, and creating an inclusive institutional culture.

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**Dr. Alan B. Siskind** has had an extensive and distinguished career in mental health and clinical practice, as a practitioner, administrator, teacher, and author. He is called upon frequently as an expert on family issues, the treatment of adolescents, young adults, and adults. Dr. Siskind is a nationally recognized speaker and consultant on a range of topics impacting families and communities. Dr. Siskind's history includes CEO of the Jewish Board of Family and Children's Services, the nation's premier voluntary mental health and family service agency, which served over 65,000 clients annually in 185 programs in the five boroughs

and in Westchester.

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## **August 2021 - Break (no meeting)**

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## **July 2021**

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### **80-Years-Old-While-Black: Traffic Stops And Open Highways While Movin' On Down The Road**

Alongside of the physical and existential threats that Black men face, they must also negotiate the challenges that a white-supremacist society presents to the organic evolution of their own identities. Among other elements, these challenges include racialized preconceptions of their inherent nature (e.g., scary, dangerous) and the roles appropriate for them (e.g., supervisee rather than supervisor); and hostility directed toward Black men's efforts to express identities that are at odds with such preconceptions. During this month's meeting, Rudy and Kevin will discuss the impact of such challenges, as well as the role of affinity groups in supporting both the healthy development/consolidation of black male identities, and the exploration of intersectional identities.

### **Presenters:**



**Rudy Lucas LCSW, CGP, CASAC** is an anti-racist / liberation psychotherapist in private practice in Greenwich Village. He is the co-facilitator of the Racial Literacy Consultation and Process Groups in New York City and has offered extensive training to professional organizations about racial dynamics in psychotherapy with particular focus on racism, colorism, and liberation for over twenty years. As an individual psychotherapist, he provides treatment for people with mood, anxiety, adjustment and personality disorders. As a group psychotherapist, he provides therapy to people with interpersonal relations and communication challenges. Rudy

co-facilitates and co-leads intensive group therapy trainings for therapists and medical professionals on a national and international scale, from Austin, TX to St. Petersburg, Russia. Rudy earned his MSW at Fordham University School of Social Service. He is a member of the Board of Directors of the Eastern Group Psychotherapy Society. In 2013, he received the Lifetime Achievement Award in Education Excellence from the Caron Foundation.

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**Kevin Gillette, Psy.D.** is a clinical psychologist based in New York City. He received his doctoral degree from Rutgers University, and his group psychotherapy training at the Postgraduate Psychoanalytic Institute. Beyond clinical work with individuals and groups, he works to promote mental health through advocating for racial equity. In recent years his work has increasingly focused on providing services that utilize his group therapist skills to help individuals (1) expand their understanding of racial inequity and anti-blackness in our society, and (2) recognize/process racial trauma arising from them. He has presented at group therapy

conferences in the United States and abroad. He is active in the Eastern Group Psychotherapy Society, both as a member of its Board of Directors and as part of the steering committee for its Work Group for Racial Equity.

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## June 2021

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### What is DBIE? Diversity, Belonging, Inclusion and Equity Through Affinity Groups

Organizations engaged in DEI efforts miss a vital pillar of DEI work: Belonging. Creating ways for employees to feel like they belong is the most effective way to retain employees and grow careers. Why does belonging matter so much and how do we access it?

Additionally, race-based learning in non-profit organizations is an Emotional burden for people of color who repeatedly experience micro/macro-aggressions, ancestral and insidious traumas. Affinity Groups provide a space for folx of all identities to learn, release, mentor, and be called in. This is why the future

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of conversations and thoughtful debriefing of learning around race and equity in organizations is affinity groups.

Leaders are resistant when it comes to race-based affinity groups and groups are rarely done with the intention required. We will discuss the history of why we fear groups congregating along racial lines, proven benefits, legal recommendations, structures and integral components of race-based affinity groups.

**Our Accountability Hub facilitators who will join our discussion:**

Latinx Heritage: Lourdes Carrasco

AAPI Undoing Racism Collective: Marissa Martin

Black, Indigenous & People of Color SHIP: Lynn Mercredi

Leadership & Middle Managers: Shane King and Naledi Samela

White Executive Directors: Stephanie Nilva

White Leaders: Hilary Kolos, Jenn Patel and Brigid Lang

**Presenter:**



***Lyrica Fils-Aimé, LCSW-R, RPT-S***, (she/her), Black Haitian with a white WASP parent (mixed), from a Christian-based, both “working” and “upper middle class” background, dual language of English and Kreyol, works as an Anti-Racist consultant, workshop facilitator, and private practice founder in Harlem. Lyrica serves as a Director of Equity Transformation and Culturally Responsive Environments for the NYC DoE. She integrates her MSW and a Master of Science in Non-Profit Leadership to decolonize leadership and psychotherapy practices. Lyrica writes a blog for Psychology Today titled The Gift of [Anti-Racist] Therapy and also works with children as a play therapist. Lyrica

specializes in ancestral trauma and resilience and guides clients to rematriation through ancestral lands, plants, spirituality and language.

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**May 2021**

**Anti-Asian Racism: Exclusion, Erasure and White Supremacy**

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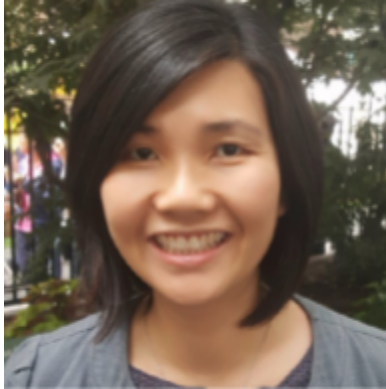
The increasing and devastating attacks on Asian American community members, fueled by white supremacy, misogyny and economic vulnerability, continue to plague our nation. This session will bring together nonprofit leaders Wayne Ho, President and CEO of Chinese American Planning Council and Vanessa Leung, Co-Executive Director of Coalition for Asian Children and Families to discuss working to create safety, build multiracial solidarity and uplift community solutions to eliminate



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violence against Asian communities, without overreliance on policing and other carceral interventions. We will reflect upon the history and impact of these racist attacks, and unpack their deep roots in white supremacy and gender-based violence. We will discuss what deep cross-racial solidarity and interdependence could look like as an organizing lens and practice for a more sustainable path to community safety.

### Presenters:



**Vanessa Leung** joined the Coalition for Asian American Children and Families (CACF) as Co-Executive Director in April 2017. She has served the education community through her career, advocating on behalf of Asian Pacific American students and English Language Learners in New York City public schools. She was appointed by Mayor Bill de Blasio to the Panel for Educational Policy and has been Chair of the PEP since January 2014. She currently also sits on the Advisory Panel for the Brooke Astor Fund for New York City Education. While Deputy Director for CACF, she was responsible for the development of a pan-Asian children’s advocacy agenda to improve policies, funding, and services for the Asian Pacific American community. As Education Policy and Program Coordinator of CACF, she authored *Hidden in Plain View*, a report detailing Asian and Pacific American students’ needs, and worked alongside other advocates on the creation of Chancellor’s Regulation A-663, mandating comprehensive interpretation and translation services, as well as the Dignity in All Schools Act which reduces bias-based harassment in schools. She holds a bachelor’s degree from New York University and a master’s degree from Columbia University’s Teachers College. She also completed the Middle Management Program of the Institute for Not-for-Profit Management at the Graduate School of Business of Columbia University, the CORO New York Immigrant Civic Leadership Program, the CRE Leadership Caucus, and the 2017 American Express Leadership Academy 2.0 at the Aspen Institute.

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**Wayne Ho** is the President and CEO of the Chinese-American Planning Council (CPC), the nation’s largest Asian American social services agency. With a mission to promote the social and economic empowerment of Chinese American, immigrant, and low-income communities, CPC serves over 60,000 community members in the areas of education, family support, and community and economic empowerment at 35 locations throughout New York City. During Wayne’s tenure, CPC has advocated for a complete count of Census 2020, legislation to disaggregate data on the diverse Asian American community, and equitable human services funding for Asian-led nonprofits. Since the pandemic started, CPC has led a recovery platform for Asian American neighborhoods, spoken out against the rise in anti-Asian hate crimes, advocated for hazard pay and PPE for essential workers in the human services sector, distributed over \$1.25 million and nearly 100,000 meals to community



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members, and been quoted in over 150 news stories. Wayne was one of 10 leaders invited to meet with President Obama during the White House's Asian Pacific Islander Heritage Month Celebration in 2011. Wayne serves on numerous boards, including Coro New York Leadership Center, Council of Family and Child Caring Agencies, and NYC Employment and Training Coalition, and is appointed to several New York City and State advisory boards. Wayne received his Bachelor of Arts from UC Berkeley and his Master in Public Policy from Harvard University's Kennedy School of Government.

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## April 2021

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### **The Nonprofit Reckoning: Opportunities for Racial Repair in Your Organization**

This session will pick up on themes shared during our March session on Reparations. We will explore how current conversations about reparations can be applied within your organization's anti-racist journey. Participants will discuss concepts how to adapt the Movement for Black Lives 5 Pillars of Reparations (pgs 21-32) - Cessation/Non-repetition; Restitution, Compensation; Satisfaction; and Rehabilitation to enhance your antiracist/equity analysis and efforts. Attendees should come prepared to grapple with ideas and a curiosity required to reimagine our organizations and sector.

### **Presenters**



***Merle McGee***

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***Laura Shmishkiss***

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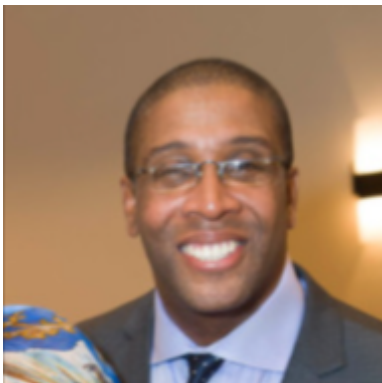
## March 2021

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### Boots on the Ground: The Essential Nature of Reparative Justice

As masses of people push the country toward a frank discussion about reparations in America, we must focus our attention on the history of reparative justice and current attempts to dismantle white supremacy. Restorative reparations requires that we identify key facts, concepts, underlying reparation demands, and have a clear understanding of how local, state, and international organizations can restore communities through affirmative engagement and creative programming. During this presentation, participants will develop a foundational definition of what reparations are, learn ways to advance the argument that reparations for Black People in the United States are essential, and consider ways to contribute to public discussions about reparations and ultimately, Black liberation. Presenters will use a case study method approach to aid participants with exploring, envisioning, developing, implementing, and evaluating the formation of a reparations campaign. Our session presenters, Dr. Herbert H. Toler, Historian, Dr. David R. Ragland, a co-director and co-founder of The Truth Telling Project and Director of A Campaign for Truth and Reparations, and Latrice Clark, Project Coordinator for the Grassroots Reparations Campaign and PhD candidate at Pacifica Graduate Institute, will dialogue with attendees about the specific practices they have researched and cultivated to confront anti-Black racism and a pro-Black stance in their work.

#### Presenters:



**Dr. Herbert H. Toler, Jr.** is a career educator and historian with over thirty years of experience. He specializes in American history, with a focus on urban, educational, social, and religious movements during the 19th and 20th centuries. Dr. Toler has been a Fellow at the Institute for Research in African-American Studies and the Institute of African Studies, both at Columbia University, and a faculty member at the St. Hilda's & St. Hugh's School in New York City and the Pingry School, Basking Ridge, New Jersey where he taught history. Dr. Toler has also taught undergraduate courses at Howard University, John Jay and City Colleges, City University of New York, the Tandon School of

Engineering at New York University, and Columbia University. Dr. Toler has traveled around the United States as a Bradley and Fieldsted Scholar investigating how black churches revitalized communities. He has worked and conducted research at the Smithsonian Institution and Library of Congress. Dr. Toler earned a Bachelor of Arts degree in history from Hampton University and Master of Arts degrees from Howard University, Union Theological Seminary (NYC), and Columbia University. He holds a PhD in American history from Columbia University, where he was a Ford and Mellon Fellow. His dissertation advisor was Dr. Eric Foner, winner of the Pulitzer and Bancroft prizes for history.



**Dr. David Ragland** is a scholar-activist, social impact investment consultant and writer. He is one of the founding co-directors of the Truth Telling Project of Ferguson and the Director of the Grassroots Reparations Campaign. Recently Dr. Ragland was inducted into Morehouse College's MLK Collegium of Scholars. He currently teaches in Community Liberation and Eco-Psychology program at Pacifica Graduate Institute. David recently finished the RSF Integrated Capital Fellowship for impact investing and financial activism. David was the most recent Sr. Bayard Rustin Fellow at the Fellowship of Reconciliation where he helped to launch the Fellowship and previously served on the National Council. David was on the board of directors for the Peace and Justice Studies Association and was the U.N. Representative for the International Peace Research Association. He is a contributing editor for *Waging Nonviolence Magazine*, and co-authored of "Systemic Humiliation in America", which was listed as part of the most important research on advocacy in the last 40 years according to the Advocacy Labs at Georgetown University. He recently published a peer-reviewed article entitled "[Truth-Telling as Decolonial Human Rights Education in the Movement for Black Liberation](#)" in the *International Journal of Human Rights*. David has also recently wrote a series on reparations in [Yes Magazine](#).

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**Latrice Clark** is a Ph.D. candidate at Pacifica Graduate Institute. She is pursuing her degree in Depth Psychology specializing in Community, Liberation, Indigenous, and Eco-Psychologies. She completed her Bachelor of Science degree from the Loyola University of Chicago where she participated in the PACCT research lab and contributed to research on positive youth development and psychological functioning in African American families.

Her current research interest lies in examining the intersection of decolonial and depth psychological frameworks and practices to Black liberation. She is a member of the Society for Community Research and Action (SCRA) where she co-wrote a chapter on power and oppression with the Council on Cultural, Ethnic, and Racial Affairs, and Co-chaired the Early Career Interest Group. Latrice is also a member of the Society for the Psychological Study of Social Issues, and the Association of Black Psychologists, an Adjunct Instructor for a technical college located in Chicago, IL, and the Project Coordinator for the Grassroots Reparations Campaign.

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## February 2021

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**Love the Rhythm and Disrupt the Blues: Dismantling Anti-Black Racism in Your Anti-racism and Equity Practice**

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As organizations become more familiar with equity strategies to disrupt implicit bias and systemic barriers to full participation of staff of color, our attention must turn to dismantling a foundational principle of white supremacy culture, anti-Black racism. Moving the needle on anti-racism requires we name the unique and specific ways anti-Blackness shows up in organizational culture and impacts recruitment, retention and Black leadership and success. Our session presenters, Michelle Lawrence, Director of Anti-racism, and Fiona Kanagasingam, Chief Equity and Learning Officer and co-founder of The BIPOC Project, will be in dialogue with attendees about the specific practices they have cultivated to confront anti-Black racism and cultivate a pro-Black stance in their work.

### Presenters:



**Michelle M. Lawrence** is the Director of Anti-Racism Organizational Development at Safe Horizon where she plays a leading role in Safe Horizon's work to address systemic racism and move Safe Horizon towards being a more racially equitable and inclusive workplace and organization. She is part of Safe Horizon's Anti-Racism Steering Committee and works closely with internal working groups and affinity groups in developing and coordinating an annual action plan, leading conversations about racism throughout the organization, and partnering with external consultants to further the organization's work to create lasting, measurable change. Michelle

continues her Anti-Racism education by being an active member of the Mary Pender Greene's Executives Undoing Racism since 2018 and attending similar spaces. Michelle was asked to present on the impact of Anti-Racism Work on Black People in 2020 in Executives Undoing Racism. Michelle was selected to be part of the New York Nonprofit Selection Committee for the Excellence in Management Awards for her DEI expertise two years in row 2019 and 2020. Michelle Lawrence moderated the DEI panel for the 2020 Excellence Awards. Michelle was on the NY Community Trust Leadership Fellow Program Panel on Advancing Racial Equity in 2020. Michelle was a panelist for No Steps Back Digital Sexual Assault Campaign in 2020 sponsored by New York City's Mayor's Office to End Domestic Violence and Gender Based Violence (ENDGBV). Michelle provides consultations for various nonprofits and organizations. Michelle completed the New York City Racial Equity Labs with Race Forward in 2019. Michelle holds a bachelor's degree in Human Services with a concentration in Child Welfare from New York City College of Technology.

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**Fiona Kanagasingam** is the Chief Equity and Learning Officer at Planned Parenthood of Greater New York and oversees the organization's transformation process to center race+ equity in

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operations, programs and services. She has 18+ years of professional experience in executive leadership and management, organizational development, and program development in the nonprofit, public, and private sectors. Most recently, Fiona was Director of Consulting at Community Resource Exchange where she led organizational development engagements focused on equity and inclusion, strategic planning, leadership development, talent management and change management for a range of social justice and public sector organizations. She built and led CRE's Equity and Inclusion practice and Innovation practices, and led the organization's internal racial equity taskforce. She is the co-founder of The BIPOC Project (a Black, Indigenous and People of Color solidarity movement). She also is an adjunct professor at Teachers College, Columbia University. Fiona holds a Bachelor's degree in Comparative Politics with a concentration in Women's and Gender Studies from Columbia University, and a Master's degree in Counseling from Monash University in Victoria, Australia. She is also a certified executive coach.

## January 2021

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### The Nonprofit Reckoning: Understanding Power as Gatekeepers

In this session we will explore expressions of power, challenges and opportunities of gatekeeping and choice points to share power within our institutions. As the nation continues to reckon with historical harm, each system and sector must face its past and current manifestations of systemic racism baked into their formation. The nonprofit sector emerged to acculturate and assimilate poor, disenfranchised and labor classes while providing a financial haven for the very wealthy. From inception, the nonprofit sector grappled with power. As anti-racist gatekeepers, we are called upon to understand how power works inside and outside our institutions so that we minimize harm and transform our institutions so everyone can thrive.

#### Presenters:



**Merle McGee** has extensive experience in nonprofit management, youth development, education, racial justice and gender equity. Merle joined PPNYC in November 2017 where she is responsible for developing engagement strategies with an equity lens at PPNYC. She previously served as Chief Program Officer at the YWCA of the City of New York, where she oversaw multiple program portfolios. Merle recently published a chapter in *Changemakers! Practitioners Advance Equity and Access in Out-of-School Time Programs* on youth development, race and critical practice. Merle received her Bachelor's degree from New York University and holds a Master's of Science in Non-Profit Management from the Milano School of International

Affairs, Management and Urban Policy at New School University. She is the co-founder of the BIPOC Project (a Black, Indigenous and People of Color solidarity movement). Since 2006, Merle has been an



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Adjunct Assistant Professor of Public Administration at the Wagner School of Public Service at New York University, where she teaches nonprofit consulting and Race and Identity in Organizations.

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**Laura Shmishkiss** is an equity consultant, coach and trainer who has committed her life to working for social justice, equity, and liberation. She brings 25 years of experience as an educator, trainer, activist and organizational leader in both nonprofit organizations and schools. As a white, Jewish woman, she has a vested interest in dismantling white supremacy and all other interconnected forms of oppression that live within ourselves and the world. Her consulting practice supports individuals, groups and institutions to engage in practices that support the disruption of and healing from oppression at all levels. Throughout

her career, Laura has held many leadership roles within the nonprofit and education sectors. Most recently, Laura served as Executive Director at Center for Racial Justice in Education, a nonprofit organization that trains educators to dismantle racism wherever children learn. Laura earned a Master's Degree in Public Administration from Columbia University's School of International and Public Affairs, a Bachelor's Degree in Sociology from Colby College, and a teaching certification from San Francisco State University.

## December 2020

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### Anti-racists and Co-conspirators: Swimming in the Deep Waters Conversations

(Review and debrief of Drs. Hardy and DiAngelo's keynote speeches on Voicelessness and Silence)

#### Presenters:



**Dr. Alan B. Siskind** has had an extensive and distinguished career in mental health and clinical practice, as a practitioner, administrator, teacher and author. He is called upon frequently as an expert on family issues, the treatment of adolescents, young adults, and adults. Dr. Siskind is a nationally recognized speaker and consultant on a range of topics impacting families and communities. Until 2007, Dr. Siskind served as CEO of the Jewish Board of Family and Children's Services, the nation's premier voluntary mental health and family service agency, which serves over 65,000 clients annually in 185 programs in the five boroughs and in Westchester. Alan is the



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Co-editor of *Strategies for Deconstructing Racism in the Health and Human Services* (2016).



**Mary Pender Greene, LCSW-R, CGP**, is the President & CEO of MPG Consulting (MPGC), a company that is committed to eliminating bias and structural racism in the workspace. She is a career/executive coach, antiracist consultant, public speaker, and a psychotherapist with a private practice in Midtown Manhattan. Mary is a thought leader in the social services industry, recognized by her peers for her wisdom, contributions, and novel ideas on implicit bias, structural racism, and creating an inclusive institutional culture. She is the former Assistant Executive Director at the Jewish Board of Family and Children's Services. She is the author of *Creative Mentorship and Career-Building Strategies: How to Build Your Virtual Personal Board*

*of Directors* (2015) and coeditor of *Strategies for Deconstructing Racism in the Health and Human Services* (2016).

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## October/November 2020

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### **2020 Election Moving Towards Life: Organizational Planning: Part 1 & 2**

The last four years have been devastating for the communities our institutions serve. From repeated racially and religiously targeted bans, the unbroken legacy of severing social bonds of families, mass detention, mass deportation, white male terrorism, the disproportionate impact of COVID-19 and the unabated extrajudicial murders of Black people by the state and white supremacists we have been battered and stretched beyond capacity.

Our sessions in October and November will focus on building your organization's preparedness plan for the 2020 Election season and its aftermath. We will focus on decision making practice, safety plans, communication strategies and collective care. Come prepared to think and work in real-time with the Undoing Racism Nonprofit Executives Collective community. Invite other key staff to participate (not in the same breakout groups).

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### **Presenters:**



**Merle McGee**



*Laura Shmishkiss'*

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## September 2020

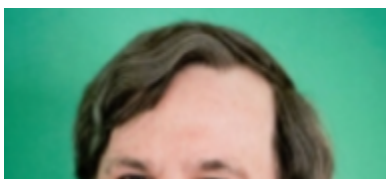
### Decentering Whiteness and Building Multiracial Community

Decentering Whiteness and Building Multiracial Community White values command the center of our society, controlling access to power and resources. We contend that our society should be centered on multiracial values. Whiteness should be marginalized as other racial/cultural groups have been. Until whiteness is decentered, a multiracial center cannot exist. But unless a multiracial center exists, whiteness cannot be decentered. How do we achieve this? What are some of the barriers? How does this theory of change fit with current anti-racist practice? Join us for some fresh perspective on some very old lines of work.

#### Presenters:



**Charley Flint** Activist, educator, and scholar, Charley Flint is Professor Emeritus at William Paterson University, NJ, and currently resides in Graham, North Carolina. She was the first black woman to receive a Ph. D. in Sociology from Rutgers University in 1981 Her interests include the reintegration of incarcerated females, poverty and teen pregnancy, the intersectionality of race, gender and class in political attitudes as well as issues of decentering whiteness and building multiracial community. She has served on the boards of several community organizations and is co-founder and current Board President of the Center for the Study of White American Culture.



**Jeff Hitchcock** Jeff Hitchcock is co-founder and Executive Director of the Center for the Study of White American Culture whose purpose is

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to decenter whiteness and build a multiracial, anti-racist center to US society. He holds MBA(NYU) and MS (Rutgers) degrees, and has authored several articles and a book, *Lifting the White Veil: A Look at White American Culture*. Jeff resides in Graham, North Carolina and works for racial justice as a member of Down Home North Carolina, the Alamance County Racial Equity Alliance, and Alamance Whites Against White Supremacy. He remains committed to a decades long interracial relationship with his life partner and their two sons.

## August 2020

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### Leadership Reimagined: Black Women Always Ready, Willing, and Able

Join us for a dynamic conversation between two friends as they discuss their leadership journeys in the New York racial and social justice movement. The duo will discuss challenges and triumphs as women leaders in education, child welfare, and law enforcement fields. The women share their experiences and strategies to navigate and undo issues of systemic racism and discrimination. In the face of today's new social and economic struggles, they are ready, willing, and able!

#### Presenters:



***Dr. Sophie Charles*** dedicates her life to empowering parents, training the trainers, helping incarcerated citizens transition back into communities, and supporting the professional development of students, police officers, and child welfare staff. She is a retired NYPD police officer who currently serves as the Director of Prevention Services at the Council of Family and Child Caring Agencies (COFCCA), an Adjunct Professor in the Police Executives Master's Program at John Jay College of Criminal Justice, and the Chair of the Education and Training Committee for the National Organization of Black Law Executives in Law Enforcement (NOBLE). She holds a PhD in Counseling Psychology from Fordham University.



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***Kerron Norman*** is the Chief Program Officer at Lutheran Social Services of New York. She helps articulate and implement the strategic vision and leadership of the agency. Additionally, she oversees a portfolio of programs and related services that include early childhood; education, foster care and preventive services, housing, community, immigration and law. Prior to joining LSSNY, Ms. Norman was Vice President and

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Chief Program Officer for ANDRUS. Her former roles also include Director of Child Welfare for the Westchester County Department of Social Services and Deputy Director of Field Operations for the NYC Administration for Children's Services. Ms. Norman has a master of science degree from Columbia University School of Social Work.

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