



Convenings on the Future of Black Thriving & Joy

July 22 & 23, 2022 | Participant Guide

WELCOME

Portland State University's <u>Office of the President</u>, supporting partner Meyer Memorial Trust's <u>Justice Oregon for Black Lives</u>, and the convening steering committee welcome you for the Convening on the Future of Black Thriving and Joy.

This co-creation event aims to be an asset-based intergenerational, inter-ideological, and intercultural opportunity for listening, shared learning, and recognition of points of synergy and opportunity across the rich complexity of the black community in our area -- resulting in a shared agenda and momentum for action.

As the anchor institution in Portland and as Oregon's most diverse institution with a strong reputation for community engagement and innovation, Portland State University is leaning into identity-specific and cross-affinity dialogues and discussion on the critical need for strengthening and supporting Oregon's BIPOC communities. Racial justice is President's Percy's highest priority, one of three presidential priorities including advancing equitable student success and leaning deeper into our "Let knowledge serve the city" motto for all of Oregon's communities. The future calls to us to act in the present to mitigate threats to the thriving of BIPOC communities. The disproportionate impact of job displacement due to automation; the under-resourced and leaky BIPOC talent and leadership pipeline; differing projections for post-secondary access and different success rates for different communities; the changing nature of learning and work, and the enduring racial wealth gap; much is required to ensure that technological change, demographic shifts, and BIPOC community prosperity are positively correlated now and in the future.

Portland State University recognizes that it has not always lived up to its motto to "let knowledge serve the city" where BIPOC communities are concerned and seeks to move closer to expectations, responsibilities, and aspirations through intentional action, community partnership, and accountability.

We applaud the conversations happening in different spaces across the city and state, and are encouraged by many of the important recommendations being articulated and implemented. Portland State University aims to come alongside these conversations to facilitate the development of a shared agenda and spur action by convening stakeholders from BIPOC communities and cultural organizations, education, community-based organizations, business, philanthropic bodies, and government entities. Recognizing that the complexity at stake will

require more than any one of us, PSU aims to leverage its convener role to support us being greater than the sum of our parts by convening, synthesizing, and acting in partnership with our various stakeholders.

It is important that the future of BIPOC communities be defined and shaped by BIPOC communities, honoring the theme "Nothing about us, without us." As such, we will lean even further into our commitment to be BIPOC-centered and led in this work, and invite our BIPOC-led and serving organizations, especially those anchored in BIPOC communities, to be conversation co conveners and designers. As such, we host a series of affinity-specific conversations through October 2022 and we will host a macro conversation on November 4th that synthesizes themes across conversations as well as elevates identity specific needs.

PSU's October 2020 Summit was themed "Time to Act" and these convenings are an extension of that work, broadening the conversation beyond our internal borders and agenda. The time to act for the future is now. The future is calling to us. We will, and must, respond.

AGENDA

Friday, June 22, 2022 | Virtual Gathering, via Zoom

4:00pm Welcome and Context Setting

4:30pm Discovery, Breakout Groups Connecting and Grounding

5:00pm Report-outs

5:10pm Performance The Brown Sisters

5:20pm Dream Activity *Envisioning Our Future: Black Thriving and Joy*

6:00pm Break

6:10pm Report-outs

6:40pm Network Mapping Resources and Assets to Mobilize Action

7:10pm Report-outs

7:25pm Closing Remarks, Review of Saturday's Agenda

7:30pm Adjourn

(Saturday agenda on following page)

AGENDA (Continued)

Saturday, June 23, 2022 | In-Person Gathering

University Place & Conference Center: 310 SW Lincoln Street, Portland, OR 97201

9:00am **Breakfast** 9:30am Invocation Reverend Dr. Leroy Haynes, Jr. Performance The Brown Sisters 9:40am 9:50am Introductions 10:15am Wisdom from the Elders Kathleeen Sadaat and Margaret Carter 10:40am Perspectives, Current Data, and Recap Vision Open Space: Your Voices and Experiences 11:15am How can PSU be a key partner to the black community? 11:55am Student Voices: High School and College 12:10pm Lunch 1:00pm Design: Building on Prior Plans and Recommendations Affirming, Advancing, and Mobilizing Action to Make Our Vision a Reality 1:10pm Design Breakouts: Workforce, Education, Economic Justice & Social Mobility 1:50pm Report-outs **Break and Snack** 2:20pm 2:30pm **Update on Next Steps/Emerging Projects** 2:40pm **Delivery: Immediate Next Steps** Advancing Critical Projects 3:15pm **Report-outs** 3:50pm **Next Steps** 3:55pm **Closing Commitments** 4:00pm Adjourn

DISCOVERY: BREAKOUT GROUPS, CONNECTING & GROUNDING

CONVERSATION GUIDELINES

Using the question that follows as your guide, please take notes on the themes or characteristics that emerge in your group. This is a time to connect, hear each other while harnessing the wisdom and insights each story carries.

Ensure each person has an opportunity to share. Listen for and capture "quotable quotes," notable examples of affirming work, insights and feelings.

PROMPT

What hope and energy brings you here?

NOTES:			

DREAM

IMAGINE A JUST AND EQUITABLE PSU

APPRECIATIVE PROMPT

Building on the hope and energy you shared, let's expand upon the future of Black thriving and joy. It's the year 2050, and the Skanner and Observer will be working with national media sources to focus on the Black community in our city and the state. You have been invited to share with the national community and civic leaders the incredible innovations in our area.

- · What would you share with the leaders?
- · How did the city and state get there?
- · What changes (revolutions) took place?

NOTES:			

DREAM INSTRUCTIONS:

"SPEAK WHAT YOU WANT UNTIL YOU SEE WHAT YOU SAID."

Building on your introductory interview and the guided imagery in DREAM...

1. Share your VISIONS as a group. What aspects compel you to be a part of the change?



DESIGN

IDENTIFY KEY INITIATIVES BY TASK FORCE AREAS

INSTRUCTIONS

Let's design our preferred future based on our most compelling visions and aspirations.

What aspects of the visions were most generative and compelling for you? What needs to be present?

How are those generative and compelling elements relevant to your/this dimension?

What are the assets in our PSU community that can be leveraged to make our vision a reality? What are the things we need to let go of? What must we add, co-create?

Thinking of a 1-3 year time frame, what initiatives can be advanced that will have the greatest impact on this dimension/area? What enabling infrastructure is required for these initiatives to be successful?

Now, design it. What does it feel like, look like, generate?

• Share + discuss in your breakout group.

APPRECIATIVE PROMPTS: WORKFORCE BREAKOUT

- How should the community prepare for workforce trends?
- Who should be involved?
- What action items from past plans must still be implemented?
 - O What needs to be added?
- What should PSU's role be?
 - Partner
 - Driver/leader
 - Connector
 - Convenor

APPRECIATIVE PROMPTS: EDUCATION BREAKOUT

- How can we get more black students through the educational pipeline?
- How do we support holistic black student success and capacity building?
- How do we ensure that black students are prepared for the workforce? For their first promotions and beyond?
- What action items from past plans must still be implemented? What needs to be added?
- Who has to be involved?
- What role does PSU have in these efforts?
 - O Where and how is PSU involved?

APPRECIATIVE PROMPTS: SOCIAL MOBILITY BREAKOUT

- What does black wealth look like? How does black wealth relate to economic mobility?
- How do we ensure the black community gets leadership roles, seats at decision making tables, and seats of power?
- How do we support wealth creation in the black community?
- What action items from past plans must still be implemented? What needs to be added?
- Who has to be involved?
- What role should PSU play in this effort?
 - Where and how is PSU involved?

NOTES:		

DELIVERY

INSPIRED ACTION WITH INTENTION + IMPROVISATION, NEXT STEPS POST-SUMMIT

INSTRUCTIONS

Let's design our preferred future based on our most compelling visions and aspirations.

Individually, take a moment to go IN.

BREAKOUT GROUPS

Each breakout group will explore advancing a current initiative or emerging/next step project

- Technical Assistance For Nonprofits (And Emerging) Organizations
- Pathways To Education For Employees At Justice Based Organizations
- Intergenerational Men Of Color Mentorship Initiative
- Black Student Retention And Advancement

PROMPTS: TECHNICAL ASSISTANCE

- What are your initial thoughts on partnering with PSU for technical assistance and professional development?
- What would an effective, trusting, and mutually reinforcing relationship look like with PSU?
- Share examples of technical assistance that would benefit you/your organization? What kinds of technical support would be most valuable to you?
 - o Now
 - Future
 - What format would you prefer:
 - Hybrid
 - Day(s)
 - Hours
- What should PSU's role be?

- Partner
- Driver/leader
- Connector
- Convenor

PROMPTS: PATHWAYS TO HIGHER EDUCATION

- What existing supports for black employees returning to college do you know of that PSU needs to connect with?
- What is needed for a successful return to college or a successful 1st time matriculation to college for a working adult, especially one at a justice based organization?
- Flexibility, financial assess and credit for prior learning, relevant courses and degrees, and holistic support have been identified as key needs for employees seeking to obtain a college degree. How do these recommendations resonate with you? What would they look like in practice?
- What else is needed?
- What else would you like to share?

PROMPTS: INTERGENERATIONAL MEN OF COLOR MENTORSHIP INITIATIVE

- What insights do we have from past men of color efforts? What lessons must we keep in mind? What initiatives still exist?
- What are your initial thoughts on PSU's role in the Intergenerational Men of Color Mentorship Initiative?
- What would an effective, trusting, and mutually reinforcing relationship look like with PSU?
- How should intergenerational mentorship look? Share your thoughts on what mentorship looks like to you?
- How should Men of Color convene?
 - Now
 - Future
 - What format would you prefer:
 - Hybrid

- Day(s)
- Hours
- What should PSU's role be?
 - Partner
 - Driver/leader
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 - Convenor

PROMPTS: BLACK STUDENT RETENTION AND ADVANCEMENT

- What is the community's role in uplifting our Black students to help them succeed?
- What is your role in supporting these students based on your experiences, field of expertise, resources, and capabilities?
- How can you collaborate with PSU and local community constituents to ensure Black students are succeeding during and beyond their college journey?



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Steering Committee

D'Artagnan Caliman, Supporting Partner, Executive Committee
Michael Alexander, Executive Committee
Sharon Gary Smith, NAACP
Joe McFerrin, POIC
Marcus Mundy, Coalition of Communities of Color
Kali Thorne Ladd, The Children's Institute
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