Reframing the Narrative Around Race, Equity and Inclusion

Join NeighborWorks America, leaders and experts in the field, and fellow practitioners to engage in a dynamic conversation exploring the role of community development in creating racially equitable and inclusive communities.

Made possible with generous support from CHASE

Working Together for Strong Communities
Do you understand the importance of equity and inclusion, and how acknowledging race affects the work that you do?

Reframe your approach to equity and inclusion

Join NeighborWorks America, leaders and experts in the field, and fellow practitioners to engage in a dynamic conversation exploring the role of community development in creating racially equitable and inclusive communities. In a fast-paced and highly interactive day, we will learn how technology can serve as a bridge out of poverty. We will investigate how we listen to, serve, and elevate the voices of multiracial and multiethnic communities. We will examine how to begin—and further—the conversation around racial equity and inclusion in our policies, programs, and practices.

This symposium will spotlight how successful organizations are addressing issues of race, equity, and inclusion to advance their work and achieve their mission. Our dialogues engaged around community development and race will provide principles to enhance the intentionality in the growth of, and improvement in, our communities:

- Housing and equitable development
- Local structures and capacity
- Leadership and civic engagement

Join local and national thought leaders and innovators for a stimulating day of presentations, interactive sessions, and ample networking to learn about successful strategies that address racial inequities. You’ll take home new approaches to build on your local capacity, models for inclusive community development, and an understanding of the role we each play in striving for effective, healthy communities.

Deepen your Wednesday symposium experience with these intensive, inclusion-focused courses, and amplify the effectiveness of your work.

### Monday

**The role of women in transforming communities (CB127)**

From Harriet Tubman’s escaping slavery and becoming a leading abolitionist, to Dorothy Richardson’s organizing her Pittsburgh neighbors and founding what became the NeighborWorks network, to your next-door neighbor’s organizing a childcare program or a community garden, women have been at the forefront of social justice and community development movements. But their contributions have not always been properly recognized and they are often not well represented in influential leadership and executive positions in community institutions. In this course we explore and celebrate women’s contributions to the field, identify the special impact they can have on organizational culture, and define strategies to support their continued engagement and advancement to leadership roles.

### Tuesday

**Critical conversations workshop: Advancing racial equity as a strategy for inclusive communities (CB400)**

Developing our commitment to racial equity and multicultural respect requires more than cerebral learning about the inequities. This all-day session is designed for people seeking to deepen their understanding of inclusion and diversity, and use these concepts to transform their work. The session will provide you the “aha” experience needed to build the intellectual, emotional, and practical connections necessary for effective multicultural conversations. It will also prepare you to have these conversations and advance multicultural collaboration, community power, and racial justice directly within your organization and your community.

### Thursday-Friday

**Leadership development in communities of color (ML245)**

Developing leadership within communities of color is a necessity in the field of community development. However, when engaging communities of color, we should also include an understanding of cultural factors and values, and their impact on the leadership development process. Managers as well as organizational and community leaders need to be aware of the unique assets communities of color bring, while also understanding many of the historical challenges faced in the leadership development process. This deeply researched and interactive course explores cultural dynamics to consider when creating leadership programs. It will also provide you with the latest thinking on strategies for creating dynamic leadership in organizations and communities.

To learn more and get updates about this event or to register, visit [WWW.NEIGHBORWORKS.ORG/ML926AGENDA](http://WWW.NEIGHBORWORKS.ORG/ML926AGENDA)
THE DAY HAS BEEN SPECIALLY DESIGNED FOR:

- Community development professionals
- Housing developers and managers
- Thought leaders, experts and practitioners from the social justice, interfaith, civil rights, and health and human services sectors
- Representatives from municipalities, regulatory agencies and financial institutions
- Funder organizations and foundation program officers

Join to explore the following topics:

- Working locally to advance equity and inclusion
- Economic opportunities out of poverty
- The future of poverty through evidence-based policy making
- Empower residents and the system

Breakout sessions focused on your interests:

- How to apply an inclusionary lens to your work
- Inclusive opportunities for rural america
- Economic opportunities: a deeper drive into the homeboy industries model
- Virtual community engagement
- Addressing the racial wealth gap
- Educational attainment as a mean to grow out of poverty
- Rural placemaking in multi-ethnic communities
- Creating an inclusive identity in neighborhoods with demographic shifts
- Arts and culture for inclusive communities

A component of the symposium is the infusion of art and culture. Acknowledging the critical role arts and artists play in the development of healthy and vibrant neighborhoods, we will present performances as well as include artists in discussion throughout the day!

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GLENN HARRIS
President, Center for Social Inclusion (CSI)
Glenn Harris has been working on issues of race and social justice for over twenty years. He has worked with community groups, foundations, and government agencies dedicated to building a more just and democratic society. CSI crafts and applies strategies and tools to transform our nation’s policies and practices, in order to ensure equitable outcomes for all.

KIMBERLY BRYANT
Founder, #BlackGirlsCode
Kimberly Bryant is the Founder and Executive Director of Black Girls CODE, a non-profit organization dedicated to “changing the face of technology” by introducing girls of color (ages 7-17) to the field of technology and computer science with a concentration on entrepreneurial concepts.

JOSE OSUNA
Director of External Affairs, Homeboy Industries
Jose Osuna leads Homeboy’s external advocacy initiatives such as ‘Banning the Box’ from employment applications. These issues are important to the population served at Homeboy Industries, where up to 75 percent of those who work in the program have served prison terms.

RINKU SEN
President and Executive Director, Race Forward
Rinku Sen brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity through research, media, and practice. A visionary and a pragmatist, Sen is one of the leading voices in the racial justice movement.

DAVID B. GRUSKY
Professor of Sociology, Stanford University
David B. Grusky is Professor of Sociology at Stanford University, Director of the Center on Poverty & Inequality, the California Welfare Laboratory, and Recession Trends, and coeditor of Pathways Magazine and the Social Inequality Series.

To learn more and get updates about this event or to register, visit www.NEIGHBORWORKS.ORG/ML926SPEAKERS
OUR GROWING LIST OF PEER EXCHANGE FRAMERS:

- Kara Hay
  CEO, Penquis
- Inez Salcido
  Homeboy Industries
- Eric Gordon, PhD
  Emerson College
- Kathy Nyland
  Department of Neighborhoods, City of Seattle
- Anne Price
  CEO Insight Center for Economic Development
- Peg Malloy
  Executive Director, Portland Housing Center
- Dedrick Asante-Muhammad
  Director, Racial Wealth Divide, CFED
- Lanalle Smith (Navajo)
  First Nations Oweesta Corporation
- Tony To
  Executive Director, HomeSight
- David Bley
  Director, Pacific Northwest Initiatives, Gates Foundation
- Michael Brown
  VP of Community Programs
  Seattle Foundation
- Michael Mirra
  Executive Director
  Tacoma Housing Authority
- Ali Joens
  Director of Homeownership Services, Southwest Minnesota Housing Partnership
- Molly Rose Kaufman
  Provost, University of Orange
- Randy Engstrom
  City of Seattle
- Beth Takekawa
  Wing Luke Museum

SYMPOSIUM: ML926 AGENDA

8:30 A.M.  PERFORMANCE
G. Yamazawa, Poet, Emcee, Teaching Artist

WELCOME AND OPENING REMARKS
Paul Weech, President & CEO, NeighborWorks America

9:00 A.M.  MORNING KEYNOTE
Working Locally to Advance Equity and Inclusion
Glenn Harris, President, Center for Social Inclusion

9:50 A.M.  MODERATED DISCUSSION
Economic Opportunities out of Poverty
Moderator: Glenn Harris, President, Center for Social Inclusion
Panelist: Jose Osuna, Director, External Affairs, Homeboys Industries
Kimberly Bryant, CEO/Founder – #BlackGirlsCode

10:30 A.M.  BREAK

10:45 A.M.  BREAKOUT SESSIONS
How to Apply an Inclusionary Lens to Your Work
Glenn Harris, President, Center for Social Inclusion

Inclusive Opportunities for Rural America
Kara Hay, CEO, Penquis

Economic Opportunities: A Deeper Drive into the Homeboy Industries Model
Jose Osuna, External Affairs Director, Homeboy Industries
Inez Salcido, Homeboy Industries

Virtual Community Engagement
Eric Gordon, PhD, Emerson College
Kathy Nyland, Department of Neighborhoods, City of Seattle, WA

Addressing the Racial Wealth Gap
Moderator: Anne Price, CEO Insight Center for Economic Development
Panelist: Peg Malloy, Executive Director, Portland Housing Center
Dedrick Asante-Muhammad, Director, Racial Wealth Divide, CFED
Lanalle Smith (Navajo), First Nations Oweesta Corporation

Agenda continued on next page

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12:00 P.M.  **LUNCH AND KEYNOTE**

**Welcome**
Tom Chabolla, EVP and COO, NeighborWorks America

12:45 P.M.  **KEYNOTE**

**The Future of Poverty through Evidence-Based Policy Making**
David Grusky, Professor of Sociology at Stanford University, Director of the Center on Poverty and Inequality, Coeditor of Pathways Magazine and the Social Inequality Series.

1:45 P.M.  **BREAKOUT SESSIONS**

**Educational Attainment as a Means to Grow out of Poverty (main room)**
Moderator: Tony To, Executive Director, HomeSight
Panelist: David Bley, Director, Pacific Northwest Initiatives, Gates Foundation
Michael Brown, Vice President of Community Programs, Seattle Foundation
Michael Mirra, Executive Director, Tacoma Housing Authority

**Rural Placemaking in Multi-Ethnic Communities**
Ali Joens, Southwest Minnesota Housing Partnership

**Creating an Inclusive Identity in Neighborhoods with Demographic Shifts**
Molly Rose Kauffman, Provost, University of Orange

**Arts and Culture for Inclusive Communities**
Randy Engstrom, Director of Arts and Culture, City of Seattle
Beth Takekawa, Executive Director, Wing Luke Museum

3:55 P.M.  **PERFORMANCE**

G. Yamazawa, Poet, Emcee, Teaching Artist

**CLOSING REMARKS**
Paul Weech, President, CEO, NeighborWorks America
**REGISTRATION FORM**

**SYMposium: ML926**

**REFRAMING THE NARRATIVE AROUND RACE, EQUITY AND INCLUSION**

**WEDNESDAY, FEBRUARY 22**
8:30 a.m. to 4 p.m.

**PRE-REGISTRATION DEADLINE:**
JANUARY 30

**ONSITE REGISTRATION BEGINS:**
FEBRUARY 19

**SYMPOSIUM FEE:** $270
includes symposium and keynote

Register online at NeighborWorks.org/onlinereg
or return this form and registration fee to:

**Neighborhood**
Reinvestment Training
PO Box 418630
Boston, MA 02241-8630
Or fax form with credit card information to 800-834-3758

**ACCOMMODATION/ HOTEL INFORMATION**
- GRAND HYATT SEATTLE
- RENAISSANCE SEATTLE HOTEL
- SHERATON SEATTLE HOTEL
- THE WESTIN SEATTLE

A number of sleeping rooms are available for institute participants on a first-come, first-served basis at the special rate plus an additional percentage for city and lodging tax. Review your registration confirmation carefully for specific details about your registration and course locations. Call the hotel directly to make your hotel reservations by January 30 and be sure to ask for the “NeighborWorks” Training Institute rate.

For additional hotel accommodation information, please visit us online at NeighborWorks.org/training

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Mr./Ms. __________________________________________________________

Name badge preference ____________________________________________

Title ____________________________________________________________

Organization ____________________________________________________

Address _________________________________________________________

City________________________ State________ Zip ________________

Phone (day)_________________ Fax ________________________________

E-mail address __________________________________________________

☐ Check if you do NOT wish to receive e-mail from us regarding training institute events and programs.

☐ Check if you have special needs addressed by the Americans with Disabilities Act. Please specify __________________________

☐ Check if you have attended a NeighborWorks® Training Institute

Which of the following best describes your organization?
☐ Community-based development organization ☐ Government agency ☐ Financial institution
☐ Faith-based organization ☐ Tribal government or nonprofit

How long have you been in your current position?
☐ Less than 1 year or have not yet started in position  ☐ 1-2 years  ☐ 3-4 years  ☐ 5 or more years

Are you enrolled in the NeighborWorks® Professional Certificate Program?
☐ Yes ☐ No

If yes, which one? __________________________________________________________________________

Which of the following best describes your race? Please choose all that apply.
☐ American Indian or Alaska Native ☐ Asian ☐ Black or African-American ☐ White
☐ Hispanic or Latino ☐ Native Hawaiian or Other Pacific Islander ☐ Other __________________________

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**COURSES REQUESTED**

(To see the full list of course offerings for the week, please visit NeighborWorks.org/training.)

Use both course/clinic letters and numbers, and include the course/clinic tuition.

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Payment must accompany your registration form. Faxed registrations must include credit card information and authorized signature. See payment policy.

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**PAYMENT INFORMATION**

☐ Check enclosed (payable to NeighborWorks® America). Check number __________________________

☐ Visa ☐ MasterCard ☐ American Express

Card # ____________ Exp: __/__

Name as it appears on card ________________________________________________________________

Authorized signature _________________________________________________________________

Fax registration with credit card information to: (800) 834-3758

OR

Mail registration and payment to: Neighborhood Reinvestment Training,
PO Box 418630, Boston, MA 02241-8630 (This is a P.O. Box and cannot receive FedEx shipments)

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FOR MORE INFORMATION OR QUESTIONS REGARDING OUR REFUND/CANCELLATION/ SUBSTITUTION POLICY, PLEASE CALL (800) 438-5547 OR E-MAIL NTI@NW.ORG