2019 Race to Equity Summit Agenda

Day One Wednesday, February 20, 2019

7:30 AM Registration

8:30 - 8:45 AM Opening Ceremony: Special Presentation

8:45 - 9:05 AM Welcome & Acknowledgements
Ike Powell, My Brother’s Keeper Network Palm Beach County
Mayor Mack Bernard, Palm Beach County
Verdenia Baker, County Administrator, Palm Beach County
Tammy Fields, Director, Palm Beach County Youth Services Department
Marsha Guthrie, Children’s Services Council of Palm Beach County

9:05 – 9:10 AM Introduction of Keynote Speaker Jane Elliott
James Green, Director, Palm Beach County Community Services Department

9:10 - 10:10 AM Opening Plenary Keynote Speaker Address
Facing Systemic Inequities for Communities of Color: For more than 50 years, educator, lecturer, trainer and activist Jane Elliott has worked to eliminate white supremacy in our society. Most famous for the Blue Eyes & Brown Eyes Exercise, Ms. Elliott has led thousands of people through a brief experience of what it is like to be treated as a person of color in this country. In doing so, she has demonstrated how the notions of white superiority and anti-black racism that form the very core of America are harmful to all of us. Most recently, Ms. Elliott shared time with Jada Pinkett Smith and family during her Red Table Talk series to discuss the racial divide between Women of Color and White Women. Ms. Elliott’s less than 7-minute appearance helped to make this episode go “viral.” It currently has more than 8.3 million views, despite being limited to Facebook as its only platform for access. Ms. Elliott’s keynote presentation focuses on understanding and deconstructing White privilege – speaking specifically to the experiences and responsibilities of White people to understand racism and to be involved and accountable in actively dismantling white supremacy. It will encourage participants to come to grips with the depth and breadth of the healing needed to address past and contemporary racial trauma, and how developing racial equity frameworks can be used to transform institutions, advance healing and support those who are building safe, healthy and thriving environments for all people, especially People of Color. The presentation will set the historical context for the work taking place at the Summit.

10:10 - 10:25 AM Break

10:30 - 11:30 AM Intersectionality and Racial Equity Part 1
Nikotris Perkins, Ubuntu Research & Evaluation, LLC
Monique I. Liston, Ubuntu Research & Evaluation, LLC

Facing Intersectionality in Racial Equity (FIRE) - Ubuntu Research and Evaluation, LLC is a professional learning community, founded and run by Black women who use liberation and beloved community frameworks to evaluate, facilitate and strategize with individuals, organizations and communities. The team from Ubuntu will lead the Race to Equity Summit participants through an interactive 60-minute exercise that will define the concept of intersectionality, how it lives in us and our society, and why we must be astutely conscious of how we all show up in the work of building more equitable and just environments. FIRE is the first of two
engagements with the Ubuntu team. This interactive activity will both allow us to reflect on the lessons shared by the keynote, while also inviting us to more thoroughly examine our own biases as we move through and attempt to implement the many lessons learned throughout the Summit and our work to operationalize racial equity.

11:45 - 12:45 PM  Lunch

1:00 - 2:15 PM  Breakout A Sessions
Leaders of local, regional and national entities will share skills, tools, materials and lessons learned in 75-minute sessions of their own design. See descriptions below.

2:30 - 3:45 PM  Breakout B Sessions
Leaders of local, regional and national entities will share skills, tools, materials and lessons learned in 75-minute sessions of their own design. See descriptions below.

4:00 - 5:00 PM  Intersectionality and Racial Equity Part 2
Ubuntu Research & Evaluation, LLC

Embracing Intersectionality in Racial Equity (EIRE) – In this second exercise, the Ubuntu team will lead the Summit participants through a process that will challenge them to not only be aware of the intersectional realities that they and their fellow participants present, but to also intentionally embrace these realities. Participants will publicly recognize the multiple ways that people identify themselves and show up; how those multiple identities contribute to the beauty, vitality and progress of our society; and brainstorm simple but effective ways that intersectionality can be built into racial equity frameworks and efforts they are implementing in their work.

Day 1 Breakouts A & B Session Descriptions (Session A 1:00-2:15 PM) (Session B 2:30-3:45 PM)

Culture Change
A.1: White People’s Anti-Racist Responsibilities: Jane Elliott will lead a deep dive exploration into the obligations that White people have in eliminating white supremacy, and in building anti-racist environments that affirm and celebrate the many ethnic and cultural differences of people in our society.
Local: Tammy Fields, Palm Beach County Youth Services Department
Gail Price Wise, Florida Center for Cultural Competence, Inc.
National: Jane Elliott, Lecturer, Diversity Trainer and Activist
Moderator: Julie Nelson, Race Forward, Government Alliance on Racial Equity

Health
A.2: Detain or Detox: The Opioid Crisis in Black and White
This session will examine the anti-black, racialized implications of the criminal justice strategies that were/are being used to address the “Crack Epidemic” that began in the 1980s, versus the public health approach being used to address the current “Opioid Crisis.” Presenters will share information about efforts being implemented in Palm Beach County - the challenges that a racialized system and culture of health care presents in the treatment of substance abuse in communities of color, and strategies being used to build trust in communities of color with the goal of ensuring greater use and access to treatment.
Local: Alton Taylor, Drug Abuse Foundation
National: Ruben Castaneda, Journalist
Moderator: Lauren Zuchman, Be Well Initiative
Education
A.3 & B.3: Race, Poverty and Educational Equity: The New Institution Revolution
There have been, and will continue to be, numerous versions of concepts and models of school reform since the 1950s. Current iterations focus on not just reforming but transforming public education systems. At the core of this notion of transformation is moving away from ideas of standardization in curricula to more individualized ways of instructing students. This session will explore how some school systems are designing and implementing racial equity plans in everything from how the central office is run, to how children are instructed.
Local: Patricia Trejo, School District of Palm Beach County; Dr. Carlos Diaz, Florida Atlantic University
National: Deena Hayes Greene, Racial Equity Institute
Moderator: Lhisa Almashy, School District of Palm Beach County

Economic Development
A.4: The Racial Equity Dividend: Leveraging Power through Community Benefits Agreements (CBA)
Major economic development projects happening in urban areas can be opportunities for financial gain for the residents, as well as the developers leading the projects. This session will explore how CBAs can be used to leverage sustainable economic power for some low-income residents of neighborhoods where developers have been granted land and other public resources for developments that may or may not benefit the neighborhood’s current residents.
Local: Chuck Ridley, SEIU; Sherry Howard, Palm Beach County
National: Jerry Roberts, Employ Milwaukee
Moderator: Eric Kelly, Quantum Foundation

Criminal Justice
A.5 & B.5: Reclaiming Justice through Community Empowerment and Social Responsibility
This is a conversation between community members and representatives from governmental and non-governmental organizations, who are also members of the community, exploring how to build stronger, more authentic community relationships that fosters transparency and broader identity, while holding institutions accountable and responsible for the joint roles “organizational reps” play in building community empowerment and social responsibility.
Local: Alphonso Mayfield, SEIU; Jane Tierney, Catalyst for Justice
National: Shawna Davie, Government Alliance on Race and Equity (GARE)
Moderator: Deandre Poole, Florida Atlantic University

Culture Change
B.1: Reimagining the BMOC Space: Healing-informed Approaches to Working with Young People of Color
Efforts designed to create pathways to better life outcomes for boys and young men of color have grown in number in recent years. A large number of these efforts, however, use approaches that unintentionally promote unhealthy, dangerous patriarchal and white supremacist concepts that do more to harm communities of color, especially to people who identify as girls, women and gender non-conforming. This session will promote intersectional, gender-focused efforts that recognize that healing is a core element of work with youth of color.
Local: C. Ron Allen, KOP Mentoring Network; Dr. Blaise Amendolace, Florida Atlantic University
National: Dr. Monique Liston, Ubuntu Research
Moderator: E. Bomani Johnson, Emergent Pathways, LLC

B.2: Defining the Struggle: Faith-based Leaders Advancing Racial Justice within Their Communities
In neighborhoods throughout the country, local faith-based leaders are using intentionally anti-racist and anti-misogynist views, values and practices to build collective visions for justice with people in the areas served by their institutions. A few leaders will share their challenges and accomplishments in this session.
Criminal Justice

B.4: Racial Equity Meets Criminal Justice in Palm Beach County

In March of 2018, Palm Beach County’s Criminal Justice Commission took an additional step in their journey towards racial equity in the local justice system by implementing the Racial and Ethnic Disparity (R.E.D.) Project. The CJC will describe the partnership with the W. Haywood Burns Institute, share the findings from its data analysis efforts and solicit recommendations from the community to remedy the inequities enumerated and the issues identified during the first year of the R.E.D. Project.

Local: Angie Pagan, Criminal Defense Lawyers Association of PBC; R.E.D. Team
Adriana Lopez, State’s Attorney, Hispanic Bar Association; R.E.D. Team

National: Christopher James, W. Haywood Burns Institute

Moderator: Kristina Henson, Criminal Justice Commission

Day Two Thursday, February 21, 2019

7:30 AM Registration

8:30 - 8:40 AM Special Performance

8:40 - 9:05 AM Welcome/Day 1 Reflections/Remarks
Mayor Jeri Muoio, City of West Palm Beach
Marsha Guthrie, Children’s Services Council of Palm Beach County

9:05 - 10:35 AM Day 2 Opening Plenary Panel
LaTosha Brown, Truthspeaks Consulting
Maria Torres-Lopez, Women’s March, FL
Desmond Meade, Florida Rights Restoration Coalition
Alphonso Mayfield, President SEIU-FPSU
Moderator: James Green, Palm Beach County Director of Community Services

Embracing Racial Equity via Political Power

In accordance with the Summit theme – to intentionally embrace strategies using a racial equity lens to challenge reforms in our government, education, health, labor housing, social services and criminal justice systems – this panel will demonstrate how several aspects of the political process (voting, protesting, ballot initiatives and advocacy) can collectively and individually be used to build political power in marginalized communities throughout the South.

10:35 - 10:50 AM Break

10:50 - 12:05 PM Breakout C Sessions
Leaders of local, regional and national entities will share skills, tools, materials and lessons learned in 75-minute sessions of their own design. See descriptions below.

12:05 - 1:05 PM Lunch
Remarks – Dr. Donald Fennoy II, Superintendent, Palm Beach County School District
Special Presentation – SaulPaul, “A Musician with a Message”

1:20 PM - 2:35 PM  **Breakout D Sessions**
Leaders of local, regional and national entities will share skills, tools, materials and lessons learned in 75-minute sessions of their own design. See descriptions below.

2:45 PM - 4:15 PM  **Closing Plenary Panel**
Judith Browne Dianis, Esq., Advancement Project
Dr. Robert Simmons III, See Forever Foundation
Dr. Debra Robinson, Palm Beach County School Board
Abby Goodwin, Palm Health Foundation
Moderator: E. Bomani Johnson, Emergent Pathways, LLC

**Disruptive Leadership: Strategic Approaches to Normalizing, Organizing and Operationalizing Racial Equity within your Organization**
Panel discussion with four leaders representing organizations that have racial equity as a core value and operationalize racial equity in their respective policies, practices and organizational cultures. The moderator and panelists will briefly share their personal and organizational journeys to leading with racial equity as they work to transform communities they serve. Panelists also will be asked to share their Self Care journeys as key voices in this work.

4:15 - 4:30 PM  **Closing Ceremony**

**Day 2 Breakout C & D Session Descriptions** (Session C 10:50-12:05 PM) (Session D 1:20-2:35 PM)

**C.1 & D.1: A Culture of Stigma: Addressing Mental Health Challenges in the Black Community**
Understanding the prevalence of trauma, and trauma-induced mental health conditions, in Black communities has received increased attention in recent years. But has this recognition helped to reduce the stigma related to seeking support for mental health? This session will focus on how mental health issues are addressed and not addressed in Black communities.
*Local: Jeanette Marshall, Healthier Neighbors; Dr. Manny Gonzalez, Florida Atlantic University*
*National/State: Eddy Regnier, PH.D., Argosy University at Sarasota*
*Moderator: Seth Bernstein, United Way of Palm Beach County*

**Health**

**C.2 & D.2: Black Health Matters: Reducing Racial and Ethnic Disparities in Health by Confronting Racism**
How to use race-based strategies to address historic and contemporary inequities in how doctors diagnosis and implement treatment when their patients are Black. This session also will discuss high rates of stress-induced medical conditions, infant mortality rates, and Black women’s sexual and reproductive health. Lastly, the session will address the impacts of racial disparities on overall health and wellness by examining the intersections of housing and community development and their impacts on health.
*Local: Dr. Lisa Williams Taylor, Children’s Services Council of Palm Beach County*
*National: Sarah Norman, NeighborWorks*
*Dr. Joia Crear-Perry, National Birth Equity Collaborative*
*Moderator: Abigail Goodwin, Palm Health Foundation*
C.3: Racism and Social Emotional Wellness: What’s the Charge What’s the Cost
The prevalence of systemic racism in our society means that it is active even when there are no identifiable, overtly heinous acts being perpetrated. From the constant stress plaguing communities of color and related mental and physical health conditions, to the economic strain on society created by centuries of discriminatory laws and practices, to White people supporting candidates and ideas that are harmful to themselves, the impacts of racism are ultimately harmful to all people. This session will attempt to answer the question, “What are the true costs of operating with core values based in the notion of a racial hierarchy?” This session builds on self-awareness by acknowledging implicit bias, mindfulness, self-management, social awareness.

Local: Dr. Alina Alonso, Florida Department of Health Palm Beach County; Sheree Wolliston, American Heart Association
National: Dr. Joi-a-Creat-Perry, National Birth Equity Collaborative
Moderator: E. Bomani Johnson, Emergent Pathways, LLC

C.4: Social Justice is Beautiful: The Arts and Community Change
Throughout history music, dance, drama, storytelling, visual and other genre of art have been used not only to express the beauty and majesty of people throughout the world, but also as practical tools to survive the man-made atrocities that result in human suffering. This session will explore ways that the arts, as a natural means of cultural expression, are used as a catalyst to mobilize change against harmful political, economic and social conditions and to build a Beloved Community throughout our society.

Local: Dr. Alisha Winn, ARWinn Scholar Consulting; Wil Romelus, Digital Vibez
National: LaTosha Brown, Truthspeaks Consulting
Moderator: Charlene Farrington, Spady Museum

Economic Development
C.5 & D.5: Opportunity for Whom? Race, Equity & Inclusion in Responsible Economic Development
Community development and redevelopment efforts happening in urban areas throughout the country often result in low-income people of color being displaced due to the increased costs of living in these areas. This session investigates the benefits and losses in community redevelopment processes nationally and locally.

Local: Sara Selznick, THRIVE Delray Beach, Carlos Vidueirs, Rybovich
Moderator: James Green, Palm Beach County Community Services Department

Education
C.6: Education or Indoctrination? Curriculum, Instruction and Racial Equity
A required aspect of any effective work in building a culture of racial equity is acknowledgment of the existence of white supremacy in our history, and the harms that have been perpetrated in building a society anchored on the notion of a racial hierarchy. Schools, however, teach myths about the founding and growth of America that distorts, revises and/or omits the truth. Seasoned educators (in and out of the classroom) will share their experiences how truth telling can be used as a tool for community healing and to adequately prepare our children for the future.

Local: Brian Knowles, School District of Palm Beach County
Keith Oswald, School District of Palm Beach County
National: Dr. Robert Simmons III, See Forever Foundation
Moderator: Nikki Martin-Bynum, Martin Bynum Consulting Group

D.3: Immigration and Allyship: Building Solidarity and Advancing Social Justice for Migrant Youth of Color
The number of immigrants entering the United States has been relatively flat in recent years, and the claims of heightened illegal activity committed by immigrant populations have proven to be false. Yet the criminalization
of immigrants of color has been central to local, state and national political campaigns; the plots of big budget movies and television shows; and coverage in print, network and internet news outlets. Since the 2016 presidential campaign, reports of violent, anti-immigrant criminal behavior has skyrocketed. This session will highlight work happening in Palm Beach County and throughout Florida to build positive attitudes and safe spaces for immigrant youth of color that promote their full humanity and rights.

Local: Isabel Sousa-Rodriguez, Florida Immigrant Coalition
National: Judith Browne Dianis, Esq., Advancement Project
Moderator: Heather Tate-Boldt, El Sol

Criminal Justice
D.4: Adverse Community Experiences: Building Resilience through Healing-Centered Engagement for Communities Traumatized by Violence
This session will explore how natural, community-based support and healing networks have developed, and are helping some communities that have a history of violence find means for collective healing and growth.
Local: Dr. Twila Taylor, Palm Beach County Youth Services Department
Ricky Aiken, Inner City Innovators
National: Dwayne Bryant, Inner Vision International
Moderator: Kevin Jones, Mayor’s Village Initiative, City of West Palm Beach

Culture Change
D.6: Making the Uncommon Common: Shifting Narratives to Center the Realities of People of Color
The “policing” and subsequent criminalization of the daily activities of non-white people is a central theme of the history of the United States. Lying at the root of these injustices are inaccurate narratives and attitudes of Black people that fuel racist policies and practices, hashtagged as “Living while Black.” This session will focus on practical tools and experiences that both build and promote accurate narratives of Black people and other People of Color, while dismantling harmful messages, attitudes and cultures that often lead to violent results.
Local: Jervonte Edmonds, Suits for Seniors; Leontyne Brown, salt513
National: Desmond Meade, Florida Rights Restoration Coalition
Moderator: Gail Sherman, School District of Palm Beach County