

***“Amplifying Voices and Creating Accountability for Equitable Action”***

**Virtual Conference Schedule**

**April 28-29, 2021**

## Welcome Attendees!

Thank you for joining **“Amplifying Voices and Creating Accountability for Equitable Action”** virtual conference. We have convened hundreds of organizations from across New York and various areas of North America. The vision for the conference was birthed from the experiences of a regional group of **Black, Indigenous, and People of Color (BIPOC) Professionals, Stakeholders and Parents/Caregivers** who were faced with various challenges and losses in 2020. The intersection of what many have called the “two-pandemics of 2020” presented circumstances and situations that literally **“took our breath away”** both physically and emotionally. In addition, many stakeholders and allies working across health and human service systems were alarmed and enraged by the heightened levels of disparities and inequities uncovered by the impact of COVID-19 and decades of systemic racism which came to a boiling point in May 2020.

2021 has brought the urgency to strategically address racism, the economic hardship, psychological distress, health disparities, widening educational gaps and the devastating impact on the lives and systems who serve millions of BIPOC families and children. Now is the time for change and bold action requiring a collective impact approach. We believe the voices of decision making should be led by leaders of color, program participants, peers, and parents who are willing to be in active partnership. This collective convening of “change makers” must include organizations, stakeholders, public and private investors that are guided by Racial Equity strategies at all levels.

**Our theme: “Amplifying Voices and Creating Accountability for Equitable Action”** will boldly offer deliberate, intentional, and strategic solutions that must include both Racial Equity and Lived Experience as well as inclusion of Human Centered Design emerging models.

## Goals and Objectives

- To change the dynamic of health and mental health service delivery for communities of color to improve engagement and their experiences with providers
- Hold organizations, institutions, stakeholders accountable for equitable practices that advance actionable change in communities of color
- Improve organizational capacity to effectively engage ethnically diverse and populations with unique needs
- Promote Racial Equity and accountability through grantmaking and philanthropy
- Improve awareness and education regarding the COVID-19 vaccine across communities through conversations on “trust”
- Present service delivery models that include lived experience and inclusion of human design
- Feature Evidence and Best/Emerging practices across systems and practice
- To present national models of practice that build strong, thriving neighborhoods and communities
- Offer education and resources that promote improved patient provider partnerships through content, language, and culturally relevant approaches
- Improve understanding and organizational capacity for value based and performance base funding
- Present culturally and trauma informed strategies aimed at addressing Social Determinants of Health and Health Disparities
- Feature research, policy, and practices inclusive of Social Justice strategies
- Promote models and practices that address the digital divide and technology gaps for marginalized communities
- Provide opportunities to improve policy and practices through listening and learning from the lens of parent and caregivers

- Improve organizational Diversity, Equity, and Inclusion strategies relative to policies and practices from the top-down
- Convene influential stakeholders from all sectors of the region for the greater good

**Conference Co- Chairs: Carlette Bradley- Upstate, NY and Curtis Jones Jr.- Erie, PA**

**Lead Conveners:** *Partners in Community Development- Rochester & Upstate, NY, Positive Steps Consulting and organizations in Pennsylvania, New Jersey, Ohio and various regions of North America.*

**Event Planner:** *Sara Taylor and Tracy Boff - Taylor-Jones Enterprises & Positive Steps [www.positivestepsny.com](http://www.positivestepsny.com)*

### **Continuing Education and Training Hours:**

A general certificate of attendance with the number of training hours completed will be provided to all conference participants for documentation for professional credentialing upon request. Participants must sign into the zoom virtual platform with full name and must attend full sessions. Certificates will only be issued if verification of attendance on the virtual platform can be verified by full name and time attended. Certificates of attendance will be issued within one week of request.

Continuing education credits for clinical sessions have been approved for: New York State OASAS CASAC credentialing and recredentialing, LMHC, LMSW, LCSW, and HR CEUS. All credentialing documentation, evaluations and required forms will need to be submitted as outlined in your session.

**\*\* Note only April 28th two clinical sessions are approved for NYS OASAS CASAC CEUs through Huther Doyle.**



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## **Schedule at a glance**

*\*Please allow flexibility as the schedule are subject to change*

### **Day 1 Wednesday April 28<sup>th</sup>, 2021**

8:45am-9:00am Virtual Exhibits

9:00am - 9:15am Welcome and opening remarks

- Sara Taylor- Positive Steps Consulting and BIPOC Parent Mental Health Project
- Land Acknowledgment by Ronnie Pollack and Song performed by Ronnie Lewis Jr.
- Emcee- Lynette Adams of News10NBC
- Floyd Taliaferro– CEO of All Walks of Life

### **9:15am – 10:30am Keynote Messages**

Presley L. Gillespie- Pittsburgh, PA

Dr. Twylla Dillion- Chicago, IL

Wayne M. Scott- Pittsburgh, PA

Isaiah Williams- Atlanta, GA

Simeon Banister- Rochester, NY

### **10:30am-11:30am Expert Plenary Session “Equity and Accountability**

This expert panel will be a facilitated discussion on how to identify inequities and develop systems of accountability that support lasting change across systems, organizations and communities.

#### **Panel Speakers:**

- Dr. Myra Mathis
- Angela Douglas
- Dr. Aaron Cook
- Catherine Thomas
- Lashunda Leslie Smith
- Dr. Karen King

**11:30am-12:30am Workshop – Breakout Session 1**

<b>Track 1</b>	<b>Track 2</b>	<b>Track 3</b>	<b>Track 4</b>	<b>Track 5</b>
<b>Emerging/Best Practices</b>	<b>Amplifying Voices</b>	<b>System and Organizational Transformation</b>	<b>Emotional &amp; Physical Health and Social Determinants</b>	<b>Clinical** Interventions</b>
<b>Effectively Partnering and Engaging Youth and Young Adults</b>	<b>The 1, 2, 3's of Civic Engagement</b>	<b>Supervision and Equity: Your Role and Responsibility.</b>  <i>*HRCI</i>	<b>Elephant in the Room: Health Disparities and Distrust in Communities of Color</b>	<b>Trauma, Resiliency and Recovery **</b>

**Track 1 - Effectively Partnering and Engaging Youth and Young Adults -Vincent Sears and Selina Ruiz**

It is well known that generational gaps impact everything from language to goals and attitudes. There is no place that highlights these gaps, more than in youth services. Many providers try to create engaging events, services, and programs for youth, but can miss the mark. How do we engage youth in planning and services to inform best practices and effective models to meet the needs of youth? How do we make room at the table in meaningful ways? In this workshop, we will provide and discuss tools that can be used in youth programs, as well as in counseling sessions to arm providers with more perspective.

**Track 2 - The 1, 2, 3's of Civic Engagement – Tatiana Parker**

Everyone talks about civic engagement but what is it? What does it look like in everyday life? And, how does this impact me? This session will define and provide an understanding of civil engagement and the importance of social capital in context with civic engagement for communities of color. Learn about opportunities and different ways to take an active role in making positive contributions in the march toward social justice.

**Track 3 - Supervision and Equity: Your Role and Responsibility- Pascale Jean-Noel and Nadjete Natachaba**

Positionality is the social and political context that creates your identity in terms of race, class, gender, sexuality, and ability status. Our positionality is made up of the multiple identities we ascribe to. Our multiple identities offer us power, privileges and disadvantages. Our identities direct our perspective of the world around us. Use of self is very important in the work of leadership. Understanding your positionality helps you to understand the power dynamic of providing supervision to someone that may not have the same positionality as yourself. You will leave this workshop with a better understanding of your identities and encouraged to help your staff recognize their own stance as it relates to connecting with the clients they serve. Your team will in turn become comfortable enough to help clients identify their own positionality and how it impacts their relationship with systems and providers.

**Track - 4 Elephant in the Room: Health Disparities and Distrust in Communities of Color- Leah Daniel, Ronnie Pollack and Kelly Wofford**

Health disparities, inequities, and distrust in medical research have historically been long standing issues in communities of color. These issues are often fueled by systemic racism and other root causes related to social determinants of health. In addition to these factors, it is important to acknowledge that communities of color have been disproportionately impacted by the virus and while experiencing heightened levels of distress related to continued public social injustices. This workshop will feature subject matter experts on health disparities and impact of community mistrust. Learn from panelists best practices and strategies on how we can move communities of color forward through the lens of cultural humility.

**Track - 5 Trauma, Resiliency and Recovery- Craig Johnson and Kelly Dumas**

This workshop will provide a brief overview of the effects of trauma on the life cycle but will further explore elements of resiliency - essentially how to bounce back. Once we comprehend the short term and longer-term impact of the experience of trauma on the ego, the self and ultimately cognition and behavior, we are compelled to consider solutions. How do people move from the negative or limiting consequences of traumatic experience to a life of freedom and choice? What are some factors that we may influence that will enhance the quality of life as people recover from or heal from traumatic life events? We anticipate a vigorous discussion about what "works" relative to interventions in the lives of consumers who have been experiencing the effects of previous trauma on their lives and decisions and hope to learn from one another as to how to have the greatest impact toward positive change.

**1:00pm-2:00pm Workshop -Breakout Session 2**

Track 1	Track 2	Track 3	Track 4	Track 5
<b>Emerging/Best Practices</b>	<b>Amplifying Voices</b>	<b>System and Organizational Transformation</b>	<b>Emotional &amp; Physical Health and Social Determinants</b>	<b>Clinical** Interventions</b>
<b>Equity &amp; Accountability in Workforce Development: Public and Private Responsibility</b>	<b>Our Voice: Parents, Caregivers and Peers</b>	<b>Cultivating Space for Leaders of Color</b>  <i>*HRCI</i>	<b>"Watch Your Mouth": Generational Healing through Positive Self-Talk</b>	<b>Trauma Informed: Cultural Issues in Behavioral Health**</b>

**Track 1- Equity & Accountability in Workforce Development: Public and Private Responsibility- Adrian Hale**

While workforce development and job creation are always a hot topic in and out of politics; developing workers with the skills and knowledge to fill those jobs is even more important. Creating private-public partnership to offer real world experience and on the job; training is critical to the future of economic development and the creation of available skilled workers. This session will discuss innovative models that leverage internal resources and external influence to create partnerships that build a pipeline of qualified candidates and create company cultures that reflect equitable practices.

**Track 2 - Our Voice: Parents, Caregivers and Peers- Walida Monroe-Sims**

BIPOC Peer support movements have proven to be a key strategy in helping families and individuals navigate complex systems. Having a trusted voice to share culture, value system and lived experiences has proven to be invaluable in communities of color and can offer opportunities for providers to hear from

a collective. This workshop will feature parents, caregivers and peers who have designed programs and models from their lens. Learn more about their approach, strategies to impact changes in service delivery and systems of provider accountability.

### ***Track 3 - Cultivating Space for Leaders of Color- Kesha Carter***

Actively creating space for access to address the inequities that have existed throughout history are extremely important. This workshop provides participants with actionable steps they can take within their own organizations to provide opportunities for people of color. Not just job opportunities but opportunities for career advancement into decision making positions which help shape the organization for the future. This is an opportunity for organization leaders, board members, and decision makers to learn how they can really lean into the mission of serving the community by planning for equitable opportunities.

### ***Track - 4 "Watch Your Mouth": Generational Healing through Positive Self-Talk-Chanel McCord***

For generations, Black communities have been reinforced to keep quiet on issues of mental health. Society has reinforced the narrative of criminality of Blacks and largely ignoring mental and emotional health deficits within Black communities. In addition, we must face the truth of negative intra-community self-talk. Within many Black families, issues of mental and emotional health are too taboo to discuss, let alone address. The narrative that holds true in most black families is that experiencing mental/emotional concerns means weakness. So, many go around overlooking the need and leaving generation after generation to figure it out and going unserved. "Watch Your Mouth": Generational Healing through Positive Self-Talk is focused on helping to replace the negative generational narratives with one that promotes strength through addressing and healing. Attendees will be made aware of trauma narratives that have been plaguing generation after generation within the Black community and then given practical tools for implementation to help replace the trauma narrative and promote generational healing.

### ***Track - 5 Trauma Informed: Cultural Issues in Behavioral Health- Luis Lopez***

This workshop will discuss the intersectionality between culture and traumatic experience. It is now more readily understood that our cultural experiences, orientations and lenses substantially shape how we perceive events in our lives, and subsequently, how we respond and the decisions that we make. Even our sense of self is strongly influenced by our cultural orientation and perspectives. Just as relevant for many of us, the experience of traumatic events casts an impression that will often last throughout our lives and throughout the lives of many people that we serve. This workshop will further explore how our cultural orientations ( as we are all part of multiple cultures ) and the impressions of trauma coalesce to either enhance or detract from our ability to function as well-adjusted persons. To the extent that they are comfortable, participants will be encouraged to share their views, perspectives, and experiences relating to cultural orientations and traumatic events that have come to shape their views and lives.

## Day 2 Thursday April 29<sup>th</sup>, 2021

### 8:15am-9:15am Executive Roundtable

#### "Equity in Action: Philanthropy and Grantmaking"

Speakers - \*Junior Dillon - Wilson Foundation \*Michelle McMurray – Pittsburgh Foundation \* Dashiell Elliott - Central New York Foundation \*Danette Campbell-Bell - Greater Rochester Health Foundation- \* Kia Croom- Black Fundraiser's Podcast

Now is the time for “actionable and transformative” change in the world and practice of philanthropy and grantmaking. As communities across the nation address the realities and challenges of 2020; years of systemic racism, inequities and deep-rooted levels of oppression caused by poverty; how do we advance Racial Equity strategies and prioritize community and organization accountability? Foundation representatives will share their insight and goals for being intentional and lifting BIPOC led organizations and communities of color.

9:15am-9:25am Virtual Exhibits

9:25am -9:40am Welcome and opening remarks

- Sara Taylor- Positive Steps Consulting and BIPOC Parent Mental Health Project
- Land Acknowledgment by Ronnie Pollack and Song performed by Ronnie Lewis Jr.
- Emcee- Lynette Adams of News10NBC
- Wade Norwood– CEO of Common Ground Health
- Len Statham – Executive Director of Partners in Community Development

### 9:45am – 10:45am Keynote Messages

Naimah Bilal - Cincinnati, OH

Dr. Mahaliel Bethea - New York, NY

Jessica Gurley - Pittsburgh, PA

Peter Fluitt - Charlotte, NC

Ramona R. Wilkes - Pittsburgh, PA

### 10:45am-11:45am Expert Plenary Session “Equity in Action”

Hear from a panel of experts regarding how they have led efforts and strategic direction for action in addressing equity in their organizations, networks and communities.

#### Panel Speakers:

- Julius Boatwright
- Antwan Williams
- Dr. Janice Harbin
- Dr. Angela Sims
- Dr. Seanelle Hawkins
- Dr. Rayvann Kee

**11:45am-12:45pm Workshop – Breakout Session 1**

Track 1 Emerging/Best Practices	Track 2 Amplifying Voices	Track 3 System and Organizational Transformation	Track 4 Emotional & Physical Health and Social Determinants	Track 5 Clinical Interventions**
Outreach and Engagement and the Digital Divide and Technology: Success, Challenges Opportunities	Succeeding in Community College, Developing Holistic Supports for Black Men	Culturally-Responsive Approaches to Criminal Justice Practice	Fostering Mental Freedom in BIPOC Communities	Acting Out (ADHD) or Acting it Out (PTSD) in Play Therapy: Misdiagnosing and its Effects on African American Children

**Track 1 - Outreach and Engagement and the Digital Divide and Technology: Success, Challenges Opportunities- Sara Taylor and Gail Berkes**

Successful engagement of diverse families from low income and marginalized communities requires collaborative partnerships that include racial equity strategies. The COVID-19 pandemic presented many challenges for communities of color including limited access to technology and the tools and educational resources to navigate complex systems and education. Educators and providers are facing challenges in meeting the complex needs related to technology which has created gaps and disparities in already burdened systems. This workshop will feature parents, educators, advocates, and other stakeholders who will discuss success and challenges with this ongoing issue. Hear more about strategies and solutions being implemented to address this issue beyond the pandemic.

**Track 2 - Succeeding in Community College, Developing Holistic Supports for Black Men- Junior Dillion and Jason Parker**

Context matters, too often black men have been looked upon from a deficit lens in education. It is true, black men continue to leave college by drop-out or stop-out, rather than transfer or graduation in greater numbers when compared to their white peers (Coney, 2017). Educational research is definitive in the reason for this disparity, attributing it mostly to racism, poverty, and a lack of college preparedness. Too often when researchers speak about black men, they lack context, as they focus solely on outcomes. It is critical to determine how context influences an individual or group's meaning-making, coping processes and how it compromises sources of support (Spencer, Dupree, & Hartmann, 1997). We argue that there is much to be learned from the black men who are succeeding in college (NCES, 2017b). This session is led by two experienced education professionals who take an asset-based approach to discuss the most salient factors contributing to black men's academic success in college.

**Track 3 - Culturally-Responsive Approaches to Criminal Justice Practice-Chelesa Holden and Annie Grier**

This workshop will engage participants in a discussion of culturally relevant and culturally responsive approaches to criminal justice practice. The presenters will share concrete strategies to advance equity in a system wrought with historical and perpetuated inequities. These strategies will epitomize an innovative and state-of-the-art design to be implemented within communities to better serve those who are returning from incarceration.

**Track - 4 Fostering Mental Freedom in BIPOC Communities-Sierra Hillsman**

It is time to address the elephant in the room and hit the nail right on the head. Mental illness is often something that is avoided or misunderstood across various cultures. Although the cultural acceptance of psychotherapy has risen among minorities in the US, statistics show that those of the African diaspora are still reluctant to seek mental health treatment. Explore contributing factors and practical ways to foster mental wellness specifically within our black communities.

**Track - 5 Acting Out (ADHD) or Acting it Out (PTSD) in Play Therapy: Misdiagnosing and its Effects on African American Children-Leeshee Grimes**

This play therapy session will discuss the unique dimensions of trauma often misdiagnosed as ADHD and how it impacts the African American child. This session will provide specific play-based techniques to increase awareness on African American children being misdiagnosed. Play therapy professionals will specifically focus on African American children being misdiagnosed with ADHD when a more accurate diagnoses is PTSD.

**1:15pm-2:15pm Workshop – Breakout Session 2**

Track 1	Track 2	Track 3	Track 4	Track 5
<b>Emerging/Best Practices</b>	<b>Amplifying Voices</b>	<b>System and Organizational Transformation</b>	<b>Emotional &amp; Physical Health and Social Determinants</b>	<b>Clinical Interventions**</b>
<b>Leveraging Racial Equity Strategies in Community and Economic Development</b>	<b>Realities for Working Families: Moving from Dependent to Independent</b>	<b>Organization Equity &amp; Accountability: Recruiting, Retaining and Advancing Professionals of Color</b>  <i>*HRCI</i>	<b>Equity: Where do we go from here, repeat the cycle or take the path of liberation?</b>	<b>Supporting Families Impacted by Substance Use and Mental Health</b>

**Track 1 - Leveraging Racial Equity Strategies in Community and Economic Development-Curtis Jones Jr.**

Advancing equitable practices in economic and community development designed to promote healthy families and thriving communities must be intentional and make business sense. Racism and power imbalances are well-documented contributors that often perpetuate deep rooted oppression and poverty. Racial equity and community development issues often intersect therefore addressing the racial wealth gap, intergenerational cycle of poverty and prevalent social issues will require a commitment from both public and private stakeholders who will align with the shared vision for communities of color. Join us in this intense and necessary conversation that will hopefully get us closer to the Beloved Community where equity and cross systems accountability is a reality.

**Track 2 - Realities for Working Families: Moving from Dependent to Independent-Marylou McCloud, Tanya Thurman, Shawn Futch, Natasha Almonte and Steve Hanmer**

Many BIPOC households are led by single female head of households who are often faced with balancing several responsibilities while also navigating complex systems with historically developed systemic barriers. Statistics show that BIPOC female head of households experience the highest levels of poverty rates. The realities of transitioning BIPOC families impacted by poverty from public benefits to a livable and sustainable wage is complex and challenging. This session will highlight collaborative models and initiatives that address childcare, training, public benefits, and strength-based services designed to help BIPOC families succeed on their terms.

**Track 3 - Organization Equity & Accountability: Recruiting, Retaining and Advancing Professionals of Color- Taletha Best, April Hill and Thaddeus Dunn**

The year 2020 exposed the cross systems realities of structural inequities and systemic racism that still exist today. Many organizations were forced to reflect and confront the systemic barriers preventing a truly inclusive and equitable environment. Now is the right time for organizations to set a higher standard of accountability to ensure the workforce is inclusive and diverse with qualified black and brown professionals at all levels of organizational structures. In this session we will highlight trending concerns with Equity and Accountability; Recruiting and Retention; and Advancing Professionals of Color. This workshop will allow Human Resource, leaders, and other influencers to explore issues and strategies to identify and change policies that prevent people of color from advancing their careers. We will offer real life examples and best practices to implement on your journey toward inclusiveness and obtaining positive change within your organization. This is for organization leaders, board members, and decision makers to learn how they can be the change they would like to see.

**Track - 4 Equity: Where do we go from here, repeat the cycle or take the path of liberation? Dr. Latise Hairston and Naomi Davis**

Organizations have consciously and unconsciously perpetuated the system of racial inequities. These systems have negatively impacted the health and productivity of employees within organizations in immeasurable ways. We are each born into a specific set of social identities that predispose us to unequal roles in a dynamic system of oppression. As we grow, we continue to be socialized by powerful inequitable social systems, including the organizations in which we work. This socialization has led to traumatic outcomes for Black, Indigenous, People of Color at the hands of institutional and systemic racism. Will you and your organization decide to interpret the cycle, dismantle the system of oppression, and take the path to liberation?

**Track - 5 Supporting Families Impacted by Substance Use and Mental Health- Tanya Henderson**

With the number of substance users and the mentally ill increasing in the United States over the last five years, more families are being impacted. While empirical literature indicates that family support is essential for recovery, few families are aware of family-based support. The upcoming workshop goes beyond family-based programs, and the emphasis will be on how to support family members of substance users. The Supportive Healing Model will highlight the stages of families of substance users and mental health with recommendations for treatment providers.

**2:15pm-2:30pm Closing Call to Action**