

New Detroit's Leadership Series on R.A.C.E.

Racial Understanding | Anti-Racism | Cultural Competency | Equity in Practice



2021



Message from
Michael Rafferty, President & CEO
New Detroit, Inc.

Greetings,

I am very pleased to welcome you to New Detroit's' inaugural Leadership Series on R.A.C.E. I deeply appreciate your commitment to antiracism. It will take all of us working together to create a more just and equitable world.

When New Detroit declared War on Racism last year, we decided to update our long-running Multicultural Leadership Series, which has graduated 1,200 people over 20 years, to add anti-racism and equity in practice to the curriculum on cultural competency and racial understanding.

Unlike popular one or two session anti bias programs, we designed a six-session, interactive format to provide a wholistic, intersectional approach that will give you the skills and tools to advance racial understanding, healing, and solutions at the internalized, interpersonal, institutional, and structural levels. Meeting monthly over a six-month period will give you time to practice these skills in your place of work, share your successes and challenges with the group each month, and continually refine and apply your skills.

I am excited to have you join our impressive list of alums working together to dismantle racism.

Best wishes on your important new journey!

Michael S. Rafferty
President & CEO

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OUR MISSION



New Detroit is a coalition of leaders working to achieve racial understanding and racial equity in Metropolitan Detroit.

SESSION INFORMATION

The time for each session is 10:00 a.m. – 2:00 p.m. Virtual session dates:

August 13, 2021 | September 2, 2021 | October 8, 2021
August 27, 2021 | September 17, 2021 | October 22, 2021

The agenda, Zoom link and speaker bios for future sessions to be sent in advance of each session.

01

SESSION I - RACE RELATIONS & RACIAL UNDERSTANDING

This session focuses on the state of race relations in this country, understanding structures of racism and sharing lived experiences.

02

SESSION II - RACIAL JUSTICE & RACIAL HEALING

The history of racism as it relates to racial justice movements in America. Understand the individual impact of systemic and internalized racism. Recognizing personal implicit bias, stereotypes as well as our universal connectedness.

03

SESSION III – ANTI-RACISM

Understanding structural and systemic racism and making intentional efforts at micro- and macro-levels to advance racial equity.

How to work actively to oppose racism and be an advocate for change.

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04

SESSION IV – CULTURAL COMPETENCY

This session will increase cultural understanding of diverse communities in SE Michigan. Highlights the history, culture, and socioeconomics of communities of color: African American, Arab, Asian, Chaldean, Latino and Native American.

05

SESSION V – CULTURAL COMPETENCY

This session will increase cultural understanding of diverse communities in SE Michigan. Highlights the history, culture, and socioeconomics of communities of color: African American, Arab, Asian, Chaldean, Latino and Native American.

06

SESSION VI - EQUITY IN PRACTICE

How to advance racial equity and inclusion and embed it in your company/organization.

AGENDA

SESSION I

ZOOM INFORMATION

WEBINAR ID: 873 4012 0252

PASSCODE: 971929

CALL IN: US: +1 929 205 6099 OR +1 301 715 8592 OR +1 312 626 6799

SESSIONS INCLUDE
| PRESENTATIONS | DIALOGUE | INTERACTIVE ACTIVITIES |

Time	Topic	Presenter
9:00 a.m. - 10:00 a.m.	Race Relations	Marshall Favours Program Manager, New Detroit
10:00 a.m. - 12:00 noon	Racial Understanding	Jennifer Johnson DEI Practitioner, Johnson Transformative Equity Group, LLC
12:00 noon - 12:30 p.m.	LUNCH	
12:30 p.m. - 2:00 p.m.	Critical Conversations about Race	Darnell Blackburn President, PRAT, LLC

PRESENTER BIO

Jennifer Johnson (She/Her/Hers) Culture & Engagement Strategist | DEI Practitioner | Public Speaker

Contact Information:

Office: 248-677-2984

Email: jennifer@jtequitygroup.com

Website: jtequitygroup.com

Social Media: [linkedin.com/in/ jenniferjohnsonsheher/](https://www.linkedin.com/in/jenniferjohnsonsheher/)

Most of Jennifer's life has been involved in the social justice and racial equity space. As a DEI practitioner and Culture & Engagement Strategist, Jennifer and her spouse, Brian, strive to bring these components into community-based entities and for-profit entities by providing education, research, and data solutions designed to create a more harmonious, productive, justice-focused workspace for organizations through their company JOHNSON TRANSFORMATIVE EQUITY GROUP, LLC. Jennifer recently served as a Roundtable Facilitator for the Inaugural 21- Day Equity Challenge for the United Way for Southeastern Michigan and as a contributor on the MI Safe Schools: Michigan's 2020 – 21 Return to School Roadmap and the Public Health Advisory Council (2020) for the State of Michigan.



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"Not everything
that is faced can
be changed, but
nothing can be
changed until it
is faced." - James
Baldwin

PRESENTER BIO

Darnell Blackburn (Him/He/His) Founder | Adjunct Professor | Speaker Trainer | Consultant

Contact Information:

Office: 313-629-6011

Email: inquiries@pratintl.org

Website: pratllc.org

Social Media: <https://twitter.com/PRATLLC>

PRAT LLC, established in February of 2000, is a service consulting company founded on the principle of employees are people first. The founders of PRAT LLC saw the need for employers to protect their employees and encourage their growth through training. In response, PRAT LLC (which signifies Protecting Your Resources Through Training and Awareness) created training programs tailored to individual company needs. We have created training programs in cultural competency, unconscious and implicit bias, emotional resilience, stress management and verbal de-escalation and continue to create more as times continue to change. PRAT LLC has experience serving as a consultant for the Department of Justice in forums on policing and fostering community trust. PRAT LLC works with schools, hospitals, colleges/universities, a multitude of departments within the state, and a plethora of other organizations.



“Not one of us
can rest, be
happy, be at
home, be at
peace with
ourselves, until
we end hatred
and division.”

-John Lewis

PRESENTER BIO

Marshalle Favors (She/Her/Hers) Racial Justice Advocate | Speaker Trainer | Consultant

Contact Information:

Office: 313-664-2036

Email: mmontgomery@newdetroit.org

Website: newdetroit.org

Social Media: <https://www.facebook.com/newdetroit/>

As Senior Program Manager for New Detroit Inc. Marshalle promotes positive race relations by developing and maintaining relationships that convene the Arab, Chaldean, African American, Hispanic, Asian, and Native American communities throughout southeast Michigan. As lead facilitator for New Detroit's Leadership Series on R.A.C.E., Marshalle conducts regional forums with representatives from a cross section of businesses, civic groups, educational institutions, health services and community-based organizations. She is committed to cultivating cross-cultural collaboration between diverse communities by developing collective strategies and solutions that affect social equity.

Specialties: Program Development & Management, Cross Cultural Collaborations & Partnerships, Multicultural Training, Implicit Bias Training, Cultural Competency Training & Leadership Development.



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"When you see
something that is
not right, not fair,
not just, you have to
speak up. You have
to say something;
you have to do
something."
-John Lewis

AGENDA

SESSION II

ZOOM INFORMATION

WEBINAR ID: 836 6985 7602

PASSCODE: 087497

CALL IN: US: +1 312 626 6799 US | +1 929 205 6099 US

SESSIONS INCLUDE

| PRESENTATIONS | DIALOGUE | INTERACTIVE ACTIVITIES |

Time	Topic	Presenter
10:00 a.m. - 10:15 a.m.	Opening Remarks	Marshall Favours Program Manager, New Detroit
10:15 a.m. - 12:00 noon	Racial Justice Presentation	Dr. Truman Hudson, Jr., Ed.D, Wayne State University
12:00 noon - 12:30 p.m.	LUNCH	
12:30 p.m. - 2:00 p.m.	Racial Healing: Conversations about Race	Jodi Luster, Principal Consultant Bellwether Network

PRESENTER BIO

Truman Hudson Jr., Ed.D (He/Him/His) Educator | Activist | Social Economist DEI Practitioner | Speaker | Author

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Email: thudsonjr@wayne.edu

Website: <https://education.wayne.edu/profile/ag6987>

Social Media: <https://www.linkedin.com/in/drtrumanhudsonjr/>

Dr. Truman Hudson, Jr., social economist, is an author, educator and community builder who co-designed programs at The University of Michigan-Dearborn, Wayne State University and Wayne County Community College District. His community building efforts have yielded over \$968 million in resources for various educational and community economic development projects.

Through his work at Wayne State University, Hudson is currently investigating youth perspectives on COVID19 and social justice movements and how systems influence Black men's health. Hudson serves as the Contract Manager for a Patient Centered Outcome Research Institute (PCORI) awarded project with Wayne State University's (WSU) School of Medicine Family Medicine and Public Health Sciences Department and is responsible for leading the outreach and marketing efforts of WSU's Division of Teacher Education.



"The function of education is to teach one to think intensively and to think critically. Intelligence plus character – that is the goal of true education."
-Rev. Dr. Martin Luther King, Jr. (1947)

PRESENTER BIO

Jodi Juster, (She/Her/Hers)
Licensed Master Social Worker
|Counselor | DEI Practitioner | Educator

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Website: <https://www.bellwethernetwork.org/>

Social Media: <https://www.linkedin.com/in/jodi-luster-017a231b/>

A Licensed Master Social Worker in Michigan, a Board Certified Diplomat and Certified Addictions Counselor. Jodi has served in human service for over 20 years. Her therapeutic expertise includes trauma informed care, cognitive behavioral, solution focused interventions, and motivational interviewing. All interventions stem from a person-centered holistic approach. As the operations director for a large nonprofit, Jodi is responsible for quality improvement and overseeing the Diversity and Cultural inclusion of the agency. She provides education on culture and diversity agency-wide.



"In healing from racial disparity, guilt is unproductive. It puts us in a vibration of depravity and poverty. We need to change our behavior, shift paradigms and expand our acceptance."

-Jodi Luster

AGENDA

SESSION III

ZOOM INFORMATION

WEBINAR ID: 812 9242 4060

PASSCODE: 223731

CALL IN: US: +1 312 626 6799 US | +1 929 205 6099 US

SESSIONS INCLUDE
| PRESENTATIONS | DIALOGUE | INTERACTIVE ACTIVITIES |

Time	Topic	Presenter
10:00 a.m. - 10:15 a.m.	Opening Remarks	Marshall Favors Program Manager, New Detroit
10:15 a.m. - 12:00 noon	AntiRacism Part I	Kanene Holder, Senior Diversity Consultant Jennifer Brown Consulting & Founder, AntiRacistPersonalTrainer, LLC
12:00 noon - 12:30 p.m.	LUNCH	
12:30 p.m. - 2:00 p.m.	AntiRacism Part II	Kanene Holder, Senior Diversity Consultant Jennifer Brown Consulting & Founder, AntiRacistPersonalTrainer, LLC

PRESENTER BIO

Kanene Holder, (She/Her/Hers)
Artist | Activist | Educator | DEIA
Diversity/Equity/Inclusion/Accessibility
Trainer

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Social Media: [@blackissuesissues](https://www.instagram.com/blackissuesissues) IG

Kanene Ayo Holder is a bold and award winning artist, activist, educator and DEIA (Diversity/ Equity/Inclusion/Accessibility) trainer, dedicated to systemic change through critical analysis and community engagement. Since 2001, she strives to positively impact underserved schools and audiences to advocate for equity. She's been Art Department Chair at a high school for LGBTQA youth, served as a community engagement artist for The Public Theater and theater teacher at The Schomburg Center for Research in Black Culture. As a diversity consultant, Ms. Holder's clients include The Red Cross (1,000 leaders, staff and volunteers), HEARST, The New York Times School, The Prospect Hill Foundation, MAGNA Global (an advertising firm) and others. Holder founded AntiRacistPersonalTrainer LLC a boutique diversity firm which uses media and Humor to Heal the Racial Divide™ .



"Until Justice is Real"
-Color of Change

AGENDA

SESSION IV

ZOOM INFORMATION

MEETING ID: 838 4500 8857

PASSCODE: 240177

CALL IN: US: +1 312 626 6799 US | +1 929 205 6099 US

SESSIONS INCLUDE
| PRESENTATIONS | DIALOGUE | INTERACTIVE ACTIVITIES |

Time	Topic	Presenter
10:00 a.m. - 10:10 a.m.	Opening Remarks	Marshall Favours Program Manager, New Detroit
10:10 a.m. - 12:00 noon	Cultural Competency Part I	Osvaldo "Ozzie" Rivera Lecturer, Wayne State University on Afro Latino History and Culture in the U.S.
12:00 noon - 12:30 p.m.	LUNCH	
12:30 p.m. - 2:00 p.m.	Cultural Competency Part II	Roland Hwang President, American Citizens for Justice and Lecturer, Department of American Culture, Asian/Pacific Islander American Studies at the University of Michigan.

PRESENTER BIO

Roland Hwang, (He/Him/His)
Civic Rights Advocate | Educator | Public
Servant | Lawyer | Activist

Contact Information:

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Website: <http://americancitizensforjustice.com/>

Social Media: <https://www.facebook.com/americancitizensforjustice/>

Roland Hwang is an activist and lifelong Michigander. He is President of American Citizens for Justice, an Asian American civil rights advocacy organization founded in 1983. He serves as OCA-Asian Pacific American Advocates vice president for public affairs. He is a lecturer in the Department of American Culture, Asian/Pacific Islander American Studies at the University of Michigan. He has chaired the Michigan State Advisory Committee to the U.S. Commission on Civil Rights. He has served as a hearing referee for the Michigan Department of Civil Rights. He earned his bachelor degree in mechanical engineering, and M.B.A. from the University of Michigan, and his J.D. and LL.M. from Wayne State University Law School.



Larry Lipton, 2021

“The Vincent Chin case forced Asian Americans into the civil rights discourse,” -Roland Hwang

PRESENTER BIO

Osvaldo “Ozzie” Rivera, (He/Him/His)
Civic Rights Advocate | Educator | Public
Servant | Musician | Activist

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Social Media:

<https://www.youtube.com/channel/UCKVUvJUWEualv8tnLt1z8-g>

Osvaldo “Ozzie” Rivera was born in Puerto Rico and lived in southwest Detroit most of his life. For close to five decades, he has been active in community advocacy and human services. He served as mental health director for ACCESS (Arab Community Center for Economic and Social Services), as the executive director of Latino Family Services and as Dean of Students at Wayne County Community College and Director of Multicultural Affairs and Assistant Professor (Social Work/Sociology) at Madonna University. Ozzie currently teaches at Wayne State University on Afro Latino History and Culture in the U.S. and also teaches at the University of Michigan’s School of Social Work. Ozzie is a historian of Latin-Caribbean music, often presenting on Afro-Hispanic music, including as the director of the Afro Puerto Rican drum and dance troupe, RicanStruction.



“We cannot seek
achievement for
ourselves and forget
about progress and
prosperity for our
community.”
- Cesar Chávez

AGENDA

SESSION V

ZOOM INFORMATION

MEETING ID: 841 8678 5597

PASSCODE: 933669

CALL IN: US: +1 312 626 6799 US | +1 929 205 6099 US

SESSIONS INCLUDE
| PRESENTATIONS | DIALOGUE | INTERACTIVE ACTIVITIES |

Time	Topic	Presenter
10:00 a.m. - 10:10 a.m.	Opening Remarks	Marshall Favours Program Manager, New Detroit
10:10 a.m. - 12:00 noon	Cultural Competency Part I	Yolanda Jack, Educator and Program Coordinator, Charles H. Wright Museum of African American History
12:00 noon - 12:30 p.m.	LUNCH	
12:30 p.m. - 2:00 p.m.	Cultural Competency Part II	Jamon Jordan Historian & Educator, Black Scroll Network History & Tours

PRESENTER BIO

Yolanda Jack

Educator | Native Detroiter | Actor | Activist

Contact Information:

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Social Media: <https://vimeo.com/432197293>

Yolanda Jack is an Educator and Program Coordinator at the Charles H. Wright Museum of African American History as well as an actress, stage manager, and director of theater. In addition to her work in theater, Yolanda has focused and presented on the history and culture of people of the African diaspora, especially in the United States. Investigating the importance of history and culture, Yolanda connects how these aspects of humanity influence our communities. A native Detroiter, Yolanda studied at Howard University and then worked at Crossroads Theatre. She spent 5 years working on the East coast, but returned to Detroit to raise a family. Yolanda is the founder One World Theatre Company with her husband, Phillip Jack.



“For Africa to me...
is more than a
glamorous fact. It is
a historical truth.
No man can know
where he is going
unless he knows
exactly where he
has been and
exactly how he
arrived at his
present place.” -
Maya Angelou

PRESENTER BIO

Jamon Jordan (He/Him/His)

Educator | Writer | Historian | Entrepreneur

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Website: <https://blackscrollnetwork.weebly.com/>

Social Media: <https://www.facebook.com/BlackScrollDetroit/>

Jamon Jordan is an educator, writer & historian. Also known as Baba Jamon, he has been a teacher of African & African American history for 20 years and a researcher of Black history for decades. He taught at the African centered Nsoroma Institute in Detroit for 10 years. He now runs Black Scroll Network History & Tours, where he leads tours and presentations dealing with African & African American history in the Detroit area, and throughout Michigan and the United States.



”

“The thing about black history is that the truth is so much more complex than anything you could make up.” —Henry Louis Gates

PRESENTER BIO

Marshalle Favors (She/Her/Hers) Racial Justice Advocate | Speaker Trainer | Consultant

Contact Information:

Office: 313-664-2036

Email: mmontgomery@newdetroit.org

Website: newdetroit.org

Social Media: <https://www.facebook.com/newdetroit/>

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-John Lewis

AGENDA



SESSION SIX

ZOOM INFORMATION

MEETING ID: 886 7919 2269

PASSCODE: 040877

CALL IN: US: +1 312 626 6799 US | +1 929 205 6099 US

SESSIONS INCLUDE
| PRESENTATIONS | DIALOGUE | INTERACTIVE ACTIVITIES |

Time	Topic	Presenter
10:00 a.m. - 10:10 a.m.	Opening Remarks	Marshall Favors, Program Manager, New Detroit
10:10 a.m. - 12:00 noon	Equity in Action	Dr. Myosha McAfee, CEO of The Equitect™
12:00 noon - 12:30 p.m.	LUNCH	
12:30 p.m. - 2:00 p.m.	Equity in Action	Dr. Myosha McAfee, CEO of The Equitect™

Dr. Myosha McAfee, (She | Her)
| CEO of The Equitect™ |
Systems Change Engineer | Social Theorist
| Powerful Speaker | Deep Empath and
Initiated Healer |

Contact Information:

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Social Media: <https://www.linkedin.com/in/myoshamcafee/>

Twitter: @the_equitech | Instagram: theequitech

Dr. Myosha McAfee is the CEO and Founder of The Equitect™ LLC, the premier anti-racism firm lighting the way in disruptive diversity, equity, and inclusion strategies. An initiated healer in multiple Indigenous traditions in South & West Africa, and a social scientist, Dr. McAfee brings deep expertise to move individuals and entire institutions to grapple with and humbly consider what truly transformative anti-racist, systems' change work can emerge as. If you're committed to antiracism and attenuating structural inequity...If you're looking to dive deep, face discomfort, eradicate systemic biases, and seriously grapple with institutional disparities...Come get some.



“
"May our wounds
not have the last
words." Paulo
Coehlo

FACILITATOR

Marshalle Favors (She/Her/Hers) Racial Justice Advocate | Speaker | Trainer | Consultant

Contact Information:

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Email: mmontgomery@newdetroit.org

Website: newdetroit.org

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NEW DETROIT INITIATIVES



Thought Leadership *Research*

3 race equity reports + related townhalls and op-eds

- Examining and Addressing COVID19 Racial Disparities in Detroit
- Race Equity Highlights #2: K-12 Education Post COVID: data + recommendations.
- Race Equity Scorecard


Examining and Addressing COVID-19 Racial Disparities in Detroit

By Rashawn Ray, Jane Fran Morgan, Lydia Wileiden, Samantha Elizondo, and Destiny Wiley-Yancy

B Governance Studies
at BROOKINGS

**NEW
DETROIT**
A RACIAL JUSTICE ORGANIZATION





The “Just Suite”: industry DEI training programs

- Just Care®: for the health care industry
- Just Place®: for the hospitality industry
- Just Lead®: for C-suite leaders

New Detroit Town Hall Series

NEW DETROIT'S LEADERSHIP SERIES ON R.A.C.E.

Racial Understanding | Anti-Racism | Cultural Competency | Equity in Practice

A leadership development series that empowers professionals to transform businesses and communities through multicultural education focused on diversity, equity, inclusion, and justice.

For leaders who want to build capacity in their organizations and become change agents in your own spheres of influence, this program is for you.

More than 1,200 professionals have attended our programs over the past 20 years, becoming catalysts of change in their organizations. Along the way our graduates have:

- Created educational programs with university and high schools
- Launched programs to reduce the impact of health care disparities
- Modified hiring and admissions processes in order to reduce bias
- Influenced others from powerful personal growth and awareness stories, data and facts

WHO SHOULD ATTEND?

- DE&I Professionals
- Executives and Senior Leadership
- Nonprofits and Foundations
- HR and Communications Leaders
- Officers of Cultural Programming
- Coaches and Trainers
- Educators and Administrators
- Learning Specialists and Counselors

PROGRAM SCHEDULING

All sessions are virtual and are scheduled from 10:00 a.m. – 2:00 p.m.

COHORT I	COHORT II
August 13th, August 27th	October 15th, October 29th
September 2nd, September 17th	November 12th, November 19th
October 8th, October 22nd	December 9th, December 16th

WHAT YOU WILL LEARN



Racial Understanding

Build competencies around race relations, racial justice and racial healing



Anti-Racism

Understand structural and systemic racism



Cultural Competency

Discover the history, culture and socioeconomic issues facing diverse communities



Equity in Practice

Action steps, practices and policies to build racial equity

Join us, local leaders from our diverse racial and cultural community for a 6 part virtual professional development program for \$2,000.

Space is limited, register now:
www.newdetroit.org

Visit Us Online



newdetroit.org