

A NEW DETROIT CONFERENCE

JUST LEAD

ADVANCING RACIAL EQUITY

www.justinstitute.newdetroit.org

Our training meets the state requirement for Implicit Bias under the Michigan Public Health Code, Rule 338.7004

Vision

The Just Suite transforms thinking and moves participants from concept to action by addressing racism as a root cause of inequity and racial biases with its comprehensive suite of certificated training and customized consulting.

- ★ Just Institute graduates will have the knowledge, strategies, and tools to create anti-racist corporations and institutions.
- ★ Participants develop common definitions and understanding of personal, interpersonal, institutional, and systemic racism.
- ★ They also develop action plans and have a network to support each other as they work to bring those plans to action.

We offer customized training and additional options to meet your needs and budget.



Option 1

Two Years, Six Sessions per Year (two hours/session, virtual and/or in person) + free Assessment



Option 2

One Year, Six Sessions (two hours/session, virtual and/or in person) + free Assessment



Option 3

Three Sessions (four hours/session, virtual)



Option 4

One Session (four hours, virtual)

Just Institute Team



Rebecca Irby



Marshalle Favors



Jodee Raines



Mike Rafferty



SCAN ME

Visit Us

justinstitute.newdetroit.org

WELCOME LETTER

Thank you for attending New Detroit's conference, Just Lead: Advancing Racial Equity. We're honored to bring you a conference devoted solely to racial equity that brings together a cross section of leadership and viewpoints. We hope to repeat the conference annually to continue this important conversation and begin to align our work to advance racial equity in the region and beyond.

Created in 1967, New Detroit's hallmark approach is to bring together diverse voices to seek collaborative solutions to dismantle racism.

Highlights of this year's conference include:

- An opening plenary with Dr. Abdul El-Sayed and Jeffery Robinson moderated by Rebecca Irby
- A lunchtime fireside chat between Christy McDonald and Dr. Ibram X. Kendi
- Panels on the business case for racial equity, equity in education, health equity, the challenging role of the DEI professional, and moving from pledges to action
- A closing plenary with a cross-section of the region's leading racial justice organizations
- Interactive workshops
- A walking tour of racially significant historic sites
- Great networking!

The conference also marks the formal launch of our new Just Institute. New Detroit's Just Institute is a comprehensive suite of certificated trainings and customized consulting. You can read more about the Just Institute on page 2 and visit the website [here](#). The workshop on day two of the conference, "Just Lead", is a sampling of a new Just Institute program. Please consider checking that out.

We are also working with the Michigan Diversity Council and Business Leaders for Michigan to explore a statewide association for DEI professionals. You can learn more about that at the DEI panel on day one of the conference.

There is so much more to tell you, and we know there is a lot to learn from you as well. We look forward to meeting you at the conference or in the near future.

Please enjoy the conference, and thank you for supporting New Detroit and racial equity.



Michael S. Rafferty
President & CEO



Cheryl P. Johnson
Chair

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DETROIT** 

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A NEW DETROIT CONFERENCE
JUST LEAD
ADVANCING RACIAL EQUITY

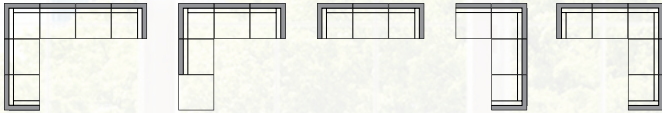
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PEOPLE WITH DIFFERENT EXPERIENCES
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WORKFORCE; TO ENSURE INCLUSION
IS CORE FOR OUR CUSTOMERS AND
PARTNERS; AND TO PROMOTE EQUITY.

Taubman

www.taubman.com



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It can be easy to forget to stop and appreciate this place: our community. At Huntington, we see it as our responsibility to not just appreciate the neighbors we serve, but to always be looking for ways to make it better. That's why we're making a number of investments right here. Check them out at [huntington.com/Community](https://www.huntington.com/Community). Because when our communities thrive, we all live better.



A photograph of two women from behind, holding hands and raising them towards a bright sunset. The woman on the left has blonde hair and is wearing a mustard-colored jacket. The woman on the right has dark curly hair and is wearing a dark blue top. The background is a warm, golden sunset with trees and a city street visible in the distance.

STRONGER TOGETHER

Diverse voices count in inclusive communities. That's why the DTE Foundation proudly supports organizations that create opportunities for individuals throughout Michigan. We partner with local leaders to promote initiatives in communities where we live and serve.

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New Detroit "Just Lead Conference"



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Henry Ford Health is pleased to sponsor New Detroit and continue to support their efforts to seek collaborative solutions to dismantle racism.

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Sachse Construction is proud to sponsor
New Detroit's 1st Annual Conference

Just Lead: Advancing Racial Equity

Our region's first conference focused on
discussing solutions to eradicate racism.



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We applaud New Detroit's efforts to achieve
racial understanding and advance racial
equity in Metropolitan Detroit.

Dykema

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California | Illinois | Michigan | Minnesota | Texas | Washington, D.C. | Wisconsin

AGENDA *(short)*

Thursday, October 13, 2022

ALL DAY	Meditation & Reflection Cadillac	Cadillac B (5th Floor)
6:30 AM - 10:00 AM	Registration Open	Ambassador Bridge
8:00 AM - 10:00 AM	Breakfast	Ambassador Foyer
9:00 AM - 10:30 AM	Opening Plenary: Structural Racism	Ambassador Ballroom
10:30 AM - 11:00 AM	Networking Break	Ambassador Foyer
11:00 AM - 12:30 PM	Luncheon: Fireside Chat with Dr. Ibram X Kendi - How to Be an Antiracist	Ambassador Ballroom
12:45 PM - 1:45 PM	The Business Case for Racial Equity	Marquette (5th Floor)
12:45 PM - 1:45 PM	What is Health Equity and Why Does it Matter?	Joliet (5th Floor)
12:45 PM - 1:45 PM	The Challenging Role of the DEI Professional	LaSalle (5th Floor)
1:45 PM - 2:15 PM	Networking Break	Ambassador Foyer
2:15 PM - 3:15 PM	Equity in Education	Marquette (5th Floor)
2:15 PM - 3:15 PM	Equity in Housing	Joliet (5th Floor)
2:15 PM - 3:15 PM	Leadership & Equity: Pledges & Action	LaSalle (5th Floor)
3:15 PM - 4:00 PM	Networking Break	Ambassador Foyer
4:00 PM - 6:00 PM	Tour (Optional) or Networking	Detroit Riverwalk
6:30 PM - 9:00 PM	Dinner & Reception	Ambassador Ballroom

Friday, October 14, 2022

ALL DAY	Meditation & Reflection	Cadillac B (5th Floor)
8:30 AM - 9:30 AM	Breakfast	Ambassador Foyer
9:00 AM - 10:30 AM	Workshop: Healing the Epigenetic Effects of Racial Trauma	Marquette (5th Floor)
9:00 AM - 10:30 AM	Workshop: Allyship & Co-Liberation	LaSalle (5th Floor)
9:00 AM - 10:30 AM	Workshop: Just Lead	Joliet (5th Floor)
10:30 AM - 11:00 AM	Networking Break	Ambassador Foyer
11:00 AM - 12:30 PM	Closing Plenary Lunch	Ambassador Ballroom

AGENDA *(long)*

Thursday, October 13, 2022

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9:00 AM - 10:30 AM	Opening Plenary: Structural Racism	Ambassador Ballroom

Welcome, Purpose of Summit, Discussion of Systemic Racism.

We will spend the two-day conference exploring how systemic racism impacts our region and what we can do individually and collectively to shift our thinking and restructure our policies, and institutions to create a racially equitable region increasing prosperity and quality of life for all. You are attending this conference because you believe in this vision. Developing a shared vision and agenda requires a shared understanding of the problem to be solved. The opening plenary will set the stage for the conference with a deep discussion of how systemic racism evolved from our nation's beginnings and is now embedded in nearly every facet of our lives.



Moderator
Rebecca Irby



Speaker
Abdul El-Sayed



Speaker
Jeffery Robinson

10:30 AM - 11:00 AM	Networking Break	Ambassador Foyer
11:00 AM - 12:30 PM	Luncheon: Fireside Chat with Dr. Ibram X Kendi - How to Be an Antiracist	Ambassador Ballroom

How To Be An Antiracist.

When the first Black president headed into the White House, Americans were imagining their nation as colorblind and went so far as to call it post-racial. After the arrival of Donald Trump and the Black Lives Matter protests of 2020, many people began to awaken and see racial reality for the first time. With open minds, people are actively trying to understand racism. In this deeply personal and empowering lecture, Dr. Kendi shifts the discussion from how not to be racist, to how to be an antiracist. He shares his own racist ideas and how he overcame them. He provides direction to people and institutions who want more than just band-aid programs, but actual anti racist action that builds an anti racist America.



Moderator
Christy McDonald



Speaker
Dr. Ibram X Kendi

Thursday, October 13, 2022

12:45 PM - 1:45 PM

The Business Case for Racial Equity

Marquette (5th Floor)

The Business Case for Racial Equity.

The U.S. economy could be \$8 trillion larger by 2050 if the country eliminated racial disparities in health, education, incarceration and employment. The gains would be equivalent to a continuous boost in GDP growth of 0.5 percent per year, increasing the competitiveness of the country for decades to come. Currently, entire cities like Detroit and Pontiac are opportunity deserts surrounded by a sea of economic opportunity. Improved economic policies such as access to capital and job training could help rebuild the urban middle class, eliminate these deserts, and lead to increased prosperity for all. The economy is not a zero sum game.



Moderator
Jamie Kaye Walters



Speaker
Peter Hammer



Speaker
Ani Turner

12:45 PM - 1:45 PM

What is Health Equity and Why Does it Matter?

Marquette (5th Floor)

What is Health Equity and Why Does it Matter?

While poor health in communities of color is often attributed to genetic differences, we know that race is a social construct and not a biological fact. Rather, the cause is inequitable policies and systems. Systemic racism in medicine is the most serious barrier to the advancement of health equity and appropriate medical care. Change starts with raising awareness levels of the disparities, as well as lessening the empathy gap that exists between different races and reshaping the narrative to focus our similarities rather than our differences.



Moderator
Rashawn Ray



Speaker
Maricruz Moya



Speaker
Ernest Yoder

Thursday, October 13, 2022

12:45 PM - 1:45 PM

The Challenging Role of the DEI Professional

LaSalle (5th Floor)

The Challenging Role of DEI Professional

Institutions in all sectors—government, for profit, nonprofit—are hiring professionals to help them improve their DEI practices. But systems change is difficult, and this is new territory. New Detroit recently surveyed DEI directors to learn what tools and supports they need to be successful. This session will explore those findings as well as hear from a range of DEI professionals about challenges and successes in their work and how we can build this critical emerging field.



Moderator
Craig Fahle



Speaker
Michelle Story-Stewart



Speaker
Amal Berry



Speaker
KimArie Yowell



Speaker
Angela Thompkins



Speaker
Darlene King



Speaker
Stefen Welch



Speaker
Shatina Jones



Speaker
Khalilah Spencer



Speaker
Caroline Chambers

Thursday, October 13, 2022

1:45 PM - 2:15 PM

Networking Break

Ambassador Foyer

2:15 PM - 3:15 PM

Equity in Education

Marquette (5th Floor)

Equity in Education

For too long, our state has prioritized equal funding over equitable funding. Michigan has been one of the worst states in the nation for fair and equitable funding as compared to leading education states. Students have not received the full funding that the state budget has prescribed in many of the past years, amounting to millions of lost dollars for students with the greatest needs.



Moderator
Andrew Stein



Speaker
Alice G. Thompson



Speaker
Dr. M. Roy Wilson

2:15 PM - 3:15 PM

Equity in Housing

Joliet (5th Floor)

Equity in Housing



Moderator
Donna Givens Davidson



Speaker
Ken Coleman



Speaker
Sarida Scott

Thursday, October 13, 2022

2:15 PM - 3:15 PM

Leadership & Equity: Pledges & Action

LaSalle (5th Floor)

Leadership & Equity: Pledges & Action

The dual pandemic of COVID-19 and racial injustice came to a head with the murder of George Floyd on May 25, 2020, motivating many of Detroit's corporate elites and long-standing racial justice leaders to double down on racial equity, with bold new pledges and action.



Moderator
Charity Dean



Speaker
Chase Cantrell



Speaker
Dwan Dandridge



Speaker
Dug Song



Speaker
Jackie Victor



Speaker
Donald Dennis

3:15 PM - 4:00 PM

Networking Break

Ambassador Foyer

4:00 PM - 6:00 PM

Tour/Break

Detroit Riverwalk

6:30 PM - 9:00 PM

Dinner & Reception

Ambassador Ballroom

Friday, October 14, 2022

ALL DAY	Meditation & Reflection	Cadillac (5th Floor)
8:30 AM - 9:30 AM	Breakfast	Ambassador Foyer
9:00 AM - 10:30 AM	Workshop: Healing the Epigenetic Effects of Racial Trauma	Marquette (5th Floor)

Racial Healing

Racism and racial discrimination has negatively impacted the physical and mental health of African-Americans for generations. It's widely accepted that there are emotional and behavioral effects of racial inequalities, yet very few have discussed the biological effects of systemic racism.

Research has proven there are trauma-induced epigenetic changes that occurred in subsequent generations of holocaust survivors, which would lead one to reasonably conclude that 400 years of slavery, Jim Crow laws, and racial discrimination has had epigenetic changes in African-Americans. These genetic changes can partially explain the disparities in the prevalence of both physical and mental diseases that exist in Black America. To delve even deeper, if changes have occurred in the oppressed and their generations that followed, what epigenetic changes have occurred in White America with the concept of superiority ingrained as their birthright?



Speaker
Dr. Rose Moten

Dr. Rose Moten, a Detroit based psychologist and founder of Bloom Transformation Center, will discuss the biological effects racial inequality has had on both the oppressed as well as the oppressor.

As featured on a WDIV Prime Time Special on Mental Health, learn an effective, revolutionary technique to rid and recover your mind and body from the devastating effects of stress and trauma. In this two-hour session, you will learn a life-long wellness tool you can use at any time to regulate and balance your body's stress response and ultimately reverse the damaging biological effects for generations to come.

9:00 AM - 10:30 AM	Workshop: Allyship & Co-Liberation	LaSalle (5th Floor)
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Allyship & Co-Liberation

Acting in allyship means one seeks to understand what it feels like for another person or group to be oppressed, and despite knowing you will never fully understand how it feels, valuing and supporting people who are marginalized by speaking up.



Speaker
Jannah Bierens

The ultimate goal is to move from allyship toward co-liberation. In this workshop you will learn to differentiate between solidarity, allyship, accomplice, co-liberation and more. Learn where you sit on the spectrum and deepen your analysis around spatial, systemic, systematic, institutional and structural racism. Move from theory to praxis in the struggle against anti-Black racism and the system of white supremacy.

Friday, October 14, 2022

9:00 AM - 10:30 AM

Workshop: Just Lead

Joliet (5th Floor)

Just Lead

New Detroit's Just Institute provides participants knowledge, strategies and tools to create anti-racist corporations and institutions. Participants develop common definitions and understanding of personal, interpersonal, institutional, and systemic racism; develop action plans; and develop networks to support each other as they work to affect those action plans. The Just Institute has piloted curriculum for the hospitality industry (Just Place™), the healthcare industry (Just Care™), and elements of a Just Lead program for leaders across industries and sectors, including youth and emerging leaders, including our acclaimed Leadership Series on R.A.C.E. This interactive workshop will provide a condensed version of R.A.C.E. and Just Lead. Participants will leave with a new or deeper understanding of systemic racism and the beginnings of a personal action plan to help advance racial equity.



Speaker
Rebecca Irby



Speaker
Marshalle Montgomery Favors

10:30 AM - 11:00 AM

Networking Break

Ambassador Foyer

11:00 AM - 12:30 PM

Closing Plenary Lunch

Ambassador Ballroom

Closing Plenary

A cross-section of the region's leading racial justice organizations will reflect on what we heard during the conference and where we go from here to advance regional racial equity.



Moderator
Stephen Henderson



Speaker
Ashley Carter
Michigan Justice Fund



Speaker
Atty. John E. Johnson, Jr.
Michigan Department of Civil Rights



Speaker
Kamilia K. Landrum
Detroit Branch NAACP



Speaker
Gloria Lara
Lakeshore Ethnic Diversity Alliance



Speaker
Michael S. Rafferty
New Detroit, Inc.

Friday, October 14, 2022

Cont ...

Closing Plenary

A cross-section of the region's leading racial justice organizations will reflect on what we heard during the conference and where we go from here to advance regional racial equity.



Speaker

Steve Spreitzer

Michigan Roundtable for Diversity
and Inclusion



Speaker

Nakia Wallace

Detroit Will Breathe

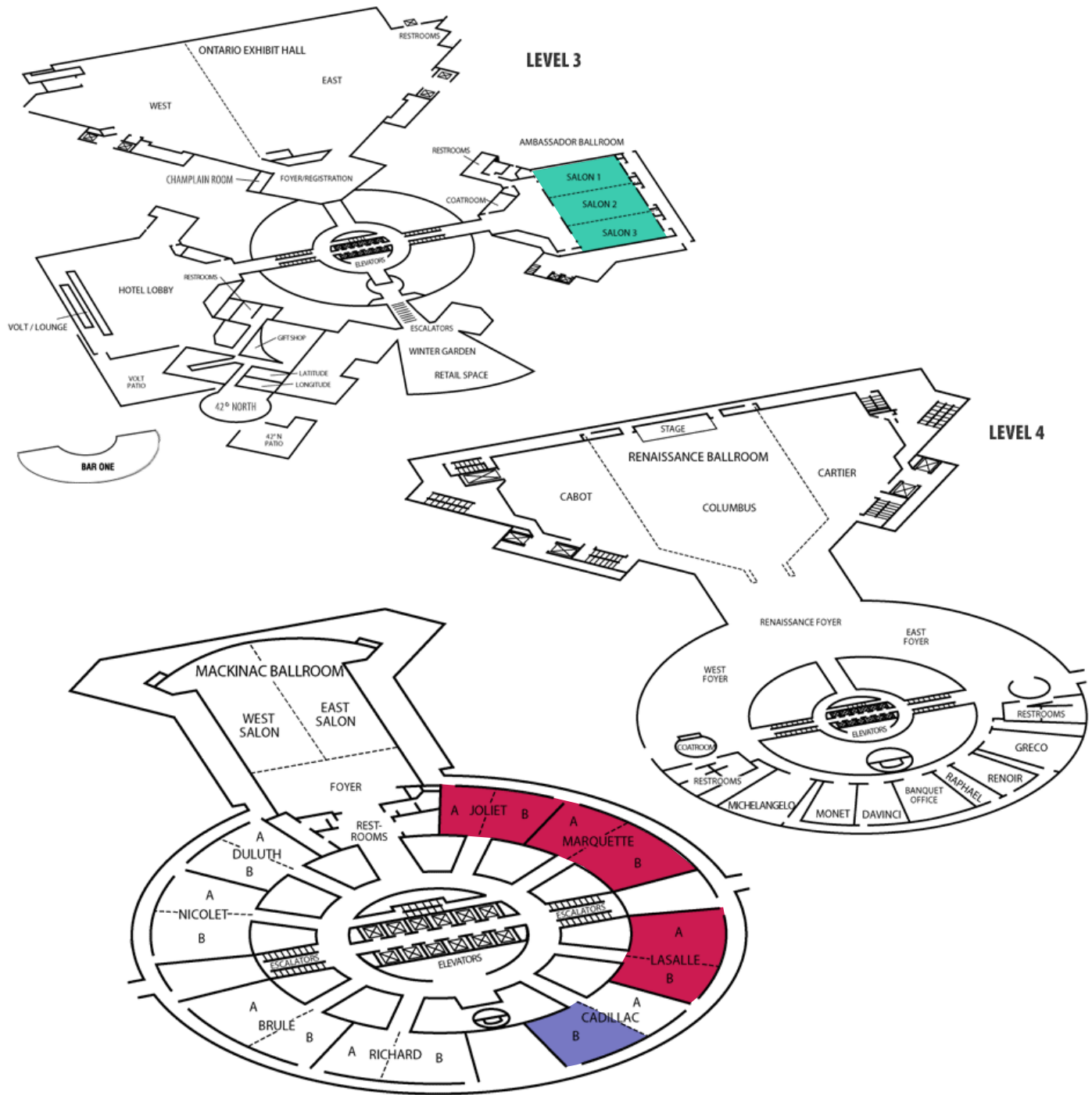


Speaker

Alia Harvey-Quinn

Force Detroit, Director – Faith in Action

All Floors - Detroit Marriott at the Renaissance Center



NEW DETROIT RACIAL EQUITY SUMMIT

- Ambassador Ballroom
- Sessions & Workshops
- Meditation & Reflection Room



We are proud to participate in and support New Detroit's first annual **Just Lead: Advancing Racial Equity Conference**. Our own Inclusion, Equity and Social Responsibility Partner, Khalilah Spencer, will be speaking on the topic of The Challenging Role of the DEI Professional.

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New Detroit — We're proud to support you



Bank of America is proud to support New Detroit's 1st annual Just Lead: Advancing Racial Equity Conference. Thank you for being community leaders who exemplify commitment to blend cross section leaders and viewpoints to create racial equity.

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NEW DETROIT'S JUST LEAD 2022 CONFERENCE BADGES

JUST INSTITUTE
by NEW DETROIT

Advancing Racial Equity

These validated Credly badges are issued to speakers and attendees of the 2022 New Detroit Just Lead | Advancing Racial Equity Conference.

The annual, 2-day NDI conference delivers a wide variety of high-quality programs featuring subject matter experts & thought leaders in the fight for racial equity. The agenda covers a broad range of topics, tools, theories, and best practices - ensuring all delegates walk away with tangible takeaways they can implement in their workplaces.



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New Detroit was formed in response to civil unrest in 1967 that uncovered a host of entrenched social and community ills. At the request of then Michigan Governor George Romney and Detroit Mayor Jerome Cavanagh, business executive Joseph L. Hudson, Jr. convened a unique coalition—the nation’s first—to identify what went wrong in July 1967, what needed to change, and how to make that change happen.

Since then, New Detroit, Inc. has been a unique and valuable arena where leaders of Detroit’s business, civic, grassroots, and religious communities have come together to plan cooperative strategies and to demonstrate their commitment to the city and its environs.

On July 6, 2020, in response to the dual pandemic of COVID-19 and racial injustice (which had come to a head with the murder of George Floyd on May 25), standing alongside 30 of Detroit’s most prominent business, political and philanthropic leaders in front of the “United We Stand” sculpture at the Charles H. Wright Museum of African American History, New Detroit declared War on Racism.

Our renewed vision is to dismantle racism through systems change and by moving hearts and minds. We do this as an institutional thought leader, an advocate for policy change, and as a catalyst for collective action. Our work is organized around these three strategies, and includes training, education, research, advocacy, and partnerships to fight racism at the personal, institutional, and systemic levels.

Our nation was built and continues to be based on white supremacy. To undo years of deeply embedded perceptions, beliefs, policies, and systems, it is critical that people understand the root causes and implications of white supremacy, what actions are needed at all levels to undo racism and achieve racial equity, and how to act individually and collectively to effect that change.

We believe that change begins locally, and as the country’s first racial justice coalition in one of the nation’s most segregated cities, New Detroit can lead the nation as a model for change.

You can read more about New Detroit [here](#), and stay in touch by signing up for our newsletter [here](#). Please also follow us on social media. And consider supporting our work with a donation [here](#)!



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**NEW
DETROIT**

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Executive Assistant & Office Manager



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

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

A program of the



A six-session, interactive format that will give you the skills and tools to advance racial understanding and healing at all levels.

RACE RELATIONS & UNDERSTANDING

RACE RELATIONS – How Americans see the state of race relations in this country according to data and lived experiences.

RACIAL UNDERSTANDING – Understanding that race is not biological. The history of race as a social construct. Understanding structures of racism.

RACIAL JUSTICE & HEALING

The history of racism as it relates to racial justice in America in relationship to race, laws and policies in the U.S.

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.

CULTURAL COMPETENCY

Highlights the history, culture, and socioeconomics of communities of color.

EQUITY IN ACTION PART I & II

Action steps, practices & policies that companies and organizations, should prioritize to build racial equity.



SCAN ME

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