

# ***RISE “Recognizing Our Influence, Success and Essence: Why We Matter”***

## **Women of Color Summit 2024**

### **July 18 & 25 Virtual Series Schedule At-A-Glance**

The Women of Color Summit will continue with the online virtual series on July 18 & 25<sup>th</sup> from 9:00am-11:30am EST. Our 2024 theme is **R. I. S. E - “Recognizing Our Influence, Success and Essence: Why We Matter”**. Through the elements of this year’s theme, we want to leverage our influence, celebrate our successes, and reinforce the essence of who we are and why we matter. It is our goal to create a unified space of liberation, relatable stories, and opportunities for development. The summit is designed to equip attendees with tools that will allow them to navigate different areas of the workplace, including career goals, performance, relationships, growth opportunities, challenges, and others.

#### **Event Series Goals:**

1. Promoting Inclusivity and Intersectionality
2. Empowering through Education and Skill Development
3. Advocacy for Equity and Allyship

#### **Purpose/Overview:**

This summit will provide an uplifting environment for, by and about Women of Color that promotes equity, education, and professional development. The summit focuses on and prioritizes the voices and experiences of women and college students who identify as Women of Color. We welcome allies and accomplices who are committed to learning and taking action.

#### **July 18 & July 25<sup>th</sup> Schedule at a Glance**

**8:45am-9:00am Virtual slide show**

**9:00am-9:15am Opening Remarks**

**9:15am-9:40am Keynote**

**9:45am-10:25am Panel (four speakers)**

**10:30am-11:25am Workshop breakouts (three options)**

**Closing Charge and Evaluation**

## **Virtual Breakout Sessions:**

**July 18, 2024**

### **Session A: Rising to Your Potential – Dr. Deborah Stamps Workshop Theme: Mentoring and Coaching**

Workshop Description: This presentation delves into the crucial role of mentorship and coaching in empowering women of African descent. With a focus on overcoming systemic barriers and fostering personal and professional growth, the session explores how mentorship and coaching serve as catalysts for advancement and success. Drawing upon research, real-life examples and practical strategies, participants will gain insights into the unique challenges faced by women of African descent and how mentorship and coaching can address these challenges. The presentation will also highlight the importance of building supportive networks, cultivating leadership skills and embracing cultural identity.

Learning Objective:

- Create actionable steps to embark on their mentorship and coaching journeys, paving the way for meaningful impact and transformation in their lives and communities.

### **Session B: Rising to Your Potential – LaShawna Harris Workshop Theme: Creating Necessary Space**

Workshop Description: Understanding how our life experiences as women of color influence the networks we build and mobilize is key to creating deep and lasting connections in our personal lives and businesses. Unfortunately, we often recreate networking spaces that mimic those that do not serve us. How do we intentionally design, facilitate and participate in community building that is authentic to our desire to show up as we are without mental gymnastics and shape-shifting? Through self-reflection, dialogue and collaboration, we will explore what networking and social capital means to us individually and collectively, and why they are vital components of our lives.

Learning outcomes:

- Engage in self-reflection and discussion about the personal significance of networking and social capital, examining how these concepts resonate with our experiences and aspirations.
- Co-create culturally informed toolkits that foster joyful and sustained connections, enabling participants to harness the power of social capital in ways that align with their identities and values. The

aim is to cultivate networking spaces that are inclusive, empowering and conducive to meaningful relationship-building.

**Session C: Why We Matter (The Systems) – Dora Mendez Workshop Theme: RISE through Leadership Coaching – Becoming an Empowered Woman**

Workshop Description: Dora's mission is to be a beacon of bold authenticity, igniting conversations on diversity, equity and inclusion through her writing and public speaking. This workshop will give people the tools to envision a world where everyone feels empowered to lead with courage and compassion.

Learning Objective:

- Align with RISE's strategic object to: advance the leadership needs of Persons of Color by storytelling, sharing DEI best practice strategies tools and techniques and concluding with a call to action!

**Virtual Breakout Session July 25, 2024**

**Session A: Rising to Your Potential – Evelyn Parker Workshop Theme: Small Change, Big Wins**

Workshop Description: The workshop teaches nine powerful skills for working through disagreement to achieve better results. It will focus on relationship building, not simply about performance improvement. In this training, people will learn to provide managers and leaders with training on coaching skills, feedback and management styles and identify micro-aggressions that further marginalize minority groups. These can range from insensitive comments, inappropriate jokes or behaviors that communicate some sort of bias.

Learning Objective:

- How to effectively have hard conversations when there are disagreements.
- How to effectively coach and mentor and provide feedback to our staff and peers.
- Identify unconscious bias and microaggressions in the workplace and how to cope with different strategies. Different Leadership styles and what makes a leader?

**Session B: My Essence = My Success (Celebration of Self) - Karmina Miller and Shawn James Workshop Theme: Thriving Beyond the Box: Design a Liberated Life - Owning Your Dreams and Wellbeing as a Woman of Color**

Workshop Description: Are you a woman of color ready to break free from societal expectations and design a life that truly thrives? Join us for this dynamic workshop, a celebration of liberation and selfdiscovery. Through interactive discussions and engaging exercises, you'll explore the power of authenticity. We'll challenge limiting beliefs and dismantle internalized stereotypes and barriers that may be holding you back. This workshop is a powerful space for connection and growth, fostering supportive sisterhood among women of color on their journeys to thriving beyond the box.

Learning Objective:

- Discover how to prioritize your well-being while pursuing your dreams with passion.
- Be equipped with practical tools and a renewed sense of purpose to carve your own unique path to success and fulfillment.

### **Session C: Why We Matter (The Systems) – Marisa Geitner and Donna Mostiller Workshop**

#### **Theme: Elevating the Caring Professional**

Workshop Description: Many of us have used the health care system - either for ourselves or members of our families. In most instances our primary point of contact is with a frontline worker, a homecare worker, nursing assistant or residential care aide. These caring professionals provide levels of care which impact the quality of life for the people they support. The work they perform has become more complex, requiring higher levels of skills and knowledge. The demand for compassionate and skilled caring professionals is significant, and it is projected that between 2019-2029 there will be 7.4 million job openings for direct care workers in our country. Who will do this important work? Increasingly, the frontline of the healthcare system has consisted of women, particularly women of color. Not surprisingly, the wages earned by these women are insufficient to support them and their families without some kind of support, usually from the public. In addition, these workers report limited opportunities for training and/or career advancement. We will use this time to discuss how we can elevate care by elevating caring professionals.

Learning Objective:

- To highlight the fundamental and integral role women of color, as direct care professionals, play within the health care system.
- To underscore how the work of direct care professionals is undervalued leading to impoverishment of workers.
- To show how systemic injustice has concentrated people of color into frontline jobs.
- To provide participants with steps they can take to impact the lives of women in these careers through advocacy and other methods.