

THE DIVERSITY JOURNEY 2010

DIFFERENT PATHS, SHARED DESTINY



OCTOBER 7 AND 8, 2010

RADISSON HOTEL MANCHESTER
700 ELM STREET
MANCHESTER, NH 03101

CASEY
FAMILY
SERVICES



CONTINUING EDUCATION UNITS

The Diversity Journey 2010 Conference has applied for NASW Continuing Education Units (CEUs) for these days of learning. Credits will be approved for all professionals licensed by the New Hampshire Board of Mental Health Practice. CEU certificates will be available at the conclusion of each day of the conference at the registration table. Participants needing CEU certificates need to sign in at the beginning of each conference day.

WORKSHOP CHOICES

Every effort will be made to accommodate your workshop choices. However, many of the workshops will be limited by capacity. It is advisable that you select both a first and second choice for each time slot. Workshop locations will be detailed in your conference packet distributed on the day of the conference. Some workshops will be repeated during multiple sessions.

ADDITIONAL RESOURCES

Baystate Professional Book Service, Inc., of Melrose, Massachusetts will be selling books during the conference. The company accepts all methods of payment including purchase orders.

Barefoot Books will also be on hand to sell children's books during the conference. The company accepts all methods of payment including purchase orders. Their mission:

At Barefoot Books, we celebrate art and story that opens the hearts and minds of children from all walks of life, inspiring them to read deeper, search further, and explore their own creative gifts. Taking our inspiration from many different cultures, we focus on themes that encourage independence of spirit, enthusiasm for learning, and sharing of the world's diversity. Interactive, playful and beautiful, our products combine the best of the present with the best of the past to educate our children as the caretakers of tomorrow.

Visit www.growingupbarefoot.com for more information.

AGENDA

DAY ONE: THURSDAY OCTOBER 7

- 8 a.m.** Registration
Continental Breakfast
- 8:45 a.m.** Welcome
- 9 a.m.** Keynote Address
Dr. Maura J. Cullen
- 10:15 a.m.** Break
- 10:30 a.m.** Workshops: Session A
- 12:30 p.m.** Lunch
- 1:30 p.m.** General Session
Acting Out
- 2 p.m.** Break
- 2:15 p.m.** Workshops: Session B
- 4:15 p.m.** End of Day One

DAY TWO: FRIDAY OCTOBER 8

- 8 a.m.** Registration
Full Breakfast
- 9 a.m.** Welcome
- 9:15 a.m.** Keynote Address
Rinku Sen
- 10:15 a.m.** Break
- 10:30 a.m.** Workshops: Session C
- 12:30 p.m.** Lunch
- 1:15 p.m.** General Session
- 2 p.m.** Break
- 2:15 p.m.** Workshops: Session D
- 4:15 p.m.** End of Conference

CASEY'S DIVERSITY MISSION

WELCOME!

Casey Family Services is pleased to present the seventh Diversity Journey Conference: Different Paths, Shared Destiny. It is our hope that the workshops and speakers included in this important event will challenge and inspire participants in their daily lives and in their professional endeavors. This conference is designed for human service professionals, foster and adoptive parents, educators, policy makers, and other interested members of the community to expand their knowledge of diversity issues.

CASEY'S GUIDING PRINCIPLES AND OPERATIONAL FRAMEWORK

DEFINITION OF DIVERSITY

Casey Family Services understands the word "diversity" in a broad sense, encompassing more than race or ethnicity. The Diversity Council has established the following definition of diversity to guide Casey's work and planning for the future:

Diversity encompasses all those differences that make us unique, including but not limited to race, color, ethnicity, language, nationality, sexual orientation, marital status, religion, gender, socio-economic status, veteran status, age, and physical and mental ability.

THE DIVERSITY VISION

At Casey Family Services, we celebrate the diversity of our staff and the children, families, and communities with whom we work.

THE DIVERSITY COUNCIL

The Diversity Council is a working group that offers guidance and support to Casey Family Services' Executive Management Team in creating a culturally competent and inclusive organization that celebrates diversity. With a membership comprised of staff members from each of the divisions and administration, the Diversity Council is an advocate and ally in realizing best practices through the recognition of diversity.



KEYNOTE SPEAKER: THURSDAY

DR. MAURA J. CULLEN

DUMB THINGS WELL-INTENDED PEOPLE SAY: 10 SKILLS TO INCREASE YOUR DIVERSITY COMPETENCE

Many of our conversations around diversity have us walking on eggshells. This program offers practical ways to quickly transform the quality and effectiveness of our interactions. Participants will learn ten very common statements that are often well-intended but may be offensive. Knowing the actual statements is helpful, however, the real learning comes by implementing the ten core concepts that ultimately increases diversity skills and competency for you and those you work with.

Dr. Cullen has been referred to as being the best there is at simplifying the complex issues of diversity in an entertaining and educational manner. Maura is considered one of the foremost authorities on issues of diversity and leadership having worked with over 400 organizations worldwide.

- Doctorate in Social Justice and Diversity Education
- 25 years experience as a diversity trainer/speaker
- Author of *35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen The Diversity Gap*
- Founding faculty of the Social Justice Training Institute
- Founder of the Diversity Student Summit

By utilizing her wonderful sense of humor and real life stories, she resonates with her audience without being aggressive or domineering.

Participants continually remark that Maura is “down to earth” and genuine, and though some may have initially resisted attending her program, they ended up enjoying it immensely. As one participant noted, “I was required to go to Maura’s session and without question I will never see things the same way again. It is a defining moment in my life.” She offers participants concrete ideas to make immediate and significant changes in their lives.



KEYNOTE SPEAKER: FRIDAY

RINKU SEN

CHANGING THE FRAME - TELLING A NEW STORY ON RACIAL EQUITY

Rinku is the president and executive director of the Applied Research Center (ARC) and publisher of *ColorLines* magazine. A leading figure in the racial justice movement, Rinku has positioned ARC as the home for media and activism on racial justice. She has extensive practical experience on the ground, with expertise in race, feminism, immigration, and economic justice. Over the course of her career, Rinku has weaved journalism and organizing to further social change. She also has significant experience in philanthropy. Rinku is Vice Chair of the Schott Foundation for Public Education, and an Advisory Committee member of the Philanthropic Initiative for Racial Equity.

Rinku started her organizing career as a student activist at Brown University, fighting race, gender and class discrimination on campuses.



She received a B.A. in Women’s Studies from Brown University in 1988 and an M.S. in Journalism at Columbia University in 2005. She has written extensively about immigration, community organizing and women’s lives for a wide variety of publications including *Third Force*, *AlterNet*, *tompaine.com*, *Race, Poverty & the Environment*, *Amerasia Journal* and *ColorLines*. Her book, *Stir It Up: Lessons in Community Organizing* (Jossey-Bass) was commissioned by the Ms. Foundation for Women and released in the fall of 2003. Her latest book, *The Accidental American: Immigration and Citizenship in the Age of Globalization* (Berrett-Koehler) was released in September 2008.

WORKSHOPS: SESSION A (THURSDAY AM)

A1: TRANSRACIAL AND TRANSCULTURAL PLACEMENTS: CLINICAL ISSUES

The majority of the children and families in the child welfare system come from various racial, ethnic, and cultural backgrounds. This interactional workshop will explore the significance of race and cultural issues such as grief and loss, prejudice, fear, and shame as it pertains to foster care and adoption. As professionals and families, we all need to be aware of the impact that race and culture have on children and youth. Often times, these issues are overlooked when a child is placed in a family. We will explore the role of the social worker when choosing a transracial/transcultural placement. We will also become more aware of our own experiences as it pertains to race and culture. This will be done in a comfortable, safe, and non-judgmental environment.

RAYNETTA S. WOODS, M.S.W. is a social worker at Casey Family Services in Bridgeport, Connecticut where she provides therapeutic services for pre and post-adoptive families. She has an M.S.W. from the University of Connecticut. She is a graduate of the Post Master's Certificate Program on Clinical Issues on Adoption at the University of Connecticut/Southern Connecticut State University. Her journey as a clinical social worker began at Casey in Connecticut providing foster care services. She then worked in the New Haven Public School System as a director of Adolescent Services. Raynetta has provided education and technical assistance to professionals and families on a local and national level.

IVETTE M. NEGRÓN, L.C.S.W. is a bilingual and bicultural social worker at Casey Family Services in Connecticut. She received an M.S.W. from the University of Connecticut, and a B.A. in psychology from the Inter-American University in Puerto Rico. Ivette completed a Post-Graduate Certificate in Clinical Issues in Adoption from the University of Connecticut/Southern Connecticut State University. She has more than 20 years of experience providing education, supportive, and clinical services to individuals and families of diverse social and cultural backgrounds with complex problems. She has provided education to professionals and families on various issues impacting children and families involved in the child welfare system.

A2: HOW TO SPEAK ALIEN: INVADING A TEEN'S WORLD WITHOUT INVADING THEIR SPACE

How a teen's world looks and feels is much different nowadays, from their music and dress, to the way they speak. This workshop is designed to unlock the mysteries of what it is like living in a teen's world. Learn what is important to teens, how they feel about parents, relationships, music, and more.


JENNIFER McALLISTER, M.S.W. graduated from Plymouth State College in Plymouth, NH with a major in psychology and received her master's degree in social work from the University of Southern California. She has worked for Casey Family Services in Concord, New Hampshire since 1999 as a social worker in the Specialized Foster Care Program, where she has provided case management for foster youth and their families, developed and co-facilitated the life skills group and curriculum for foster youth ages 14 and older, and co-facilitated a teen board.

GWENDOLYN WHITNEY-GILL, B.S. is a family support specialist at Casey Family Services in Concord, New Hampshire, where she works with youth and families involved in the foster care system. She works one-on-one with a number of youth ranging in age from 8 to 23 years, as well as families involved in the reunification process to assist them in meeting specific treatment goals, facilitates family meetings to increase communication and build positive relationship foundations, and coordinates and facilitates various recreational and therapeutic activities. She received her B.S. in psychology with a concentration in elementary education from Shenandoah University.

A3: DIVERSITY: IT'S NOT JUST SKIN DEEP

This workshop focuses on the multi-layered issues of diversity, discussing such topics as stereotyping, ageism, gender issues, and people with disabilities. The goal of this workshop is to raise the awareness of participants, through experiences and discussion, regarding the ways in which diversity can enhance their lives: Will provide practical experiences for participants to examine how stereotyping affects the ways we deal with people. And offer an opportunity for participants to share what they wish to stop, start and continue in terms of how they incorporate diversity into their daily lives. *This workshop will repeat during the afternoon session.*

PAUL VIVIAN has a wide range of experience in the education and family support field. Paul began his career in 1974 working with the Boston Public Schools helping families deal with the busing crisis brought about by court-ordered desegregation. He then served as director of Youth Services for the city of Bristol, CT. In 1989, Paul came to work for the State of Connecticut as the first program manager for Connecticut's Family Resource Center Program. Paul has worked with numerous states and organizations. He, along with Audley Donaldson, have provided diversity workshops for students, teachers, businesses, and parents.



REV. DR. AUDLEY DONALDSON is a certified diversity trainer with the State of Connecticut. He has designed a curriculum on diversity training for children, and for the past ten years has been working as a diversity trainer with students along with their teachers and parents in Connecticut. Audley is an ordained Episcopal Priest. He is the Priest in Charge of St. Stephen and St. Martin Episcopal Church and the Church of the Redeemer both located in Brooklyn. His commitment to social gospel has taken him to countries such as South Africa, Zambia, and Ethiopia where he continues to work with orphanages and agencies supporting disadvantaged children.

A4: THE LANGUAGE OF MONEY: WHAT STUDENTS AND PARENTS NEED TO KNOW

With the continued economic concerns, how we talk and communicate about money remains an important issue. As students and families reflect on financing a college education (through loans and grants,) being able to communicate effectively with financial aid officers and banks is critically important. In addition, students and their parents need to reflect on the benefits and detriments of credit cards, debit cards, and stored value cards, topics that are even more important in light of the Credit Card Act of 2009 that went into effect on February 22, 2010. Concrete pointers will be provided. *This workshop will repeat during the afternoon session.*

KAREN GROSS J.D. is the president of Southern Vermont College, which offers a career-launching education with a liberal arts core with demonstrated expertise in healthcare, criminal justice, psychology and business. SVC has 61 percent first generation and 46 percent Pell-eligible students. President Gross' academic areas of expertise include consumer finance, over-indebtedness and community economic development, with a special interest in women and money and student debt loads. She is also a Distinguished Visiting Professor of Law at New York Law School and consultant to the US Department of Education. She has earned a national and international reputation as a scholar, teacher, administrator, and community leader dedicated to improving the lives of those less privileged.

A5: WHAT EVERY PROFESSIONAL SHOULD KNOW ABOUT BULLYING

Bullying in our schools, communities and in cyberspace has reached epidemic proportions among our nation's young people. Dr. Malcolm Smith, a nationally known presenter on issues of youth aggression, will present a detailed, powerful, session which will give participants a clear understanding of why and how bullying happens, its consequences and how to help parents, educators, and care providers develop bullying strategies with the children they care about.

DR. MALCOLM SMITH is the Family Education and Family Policy Specialist for UNH Cooperative Extension and a faculty member in the UNH Department of Family Studies. He is also a member of the Board of Directors of the NH Children's Trust Fund. Malcolm is president of The Peaceful Intervention Program, LLC, a nationally recognized training program for youth services, corrections, and education professionals who care for angry children and youth. His anger management, school violence reduction, parenting, and anti-bullying curriculums are currently being used in over 400 school districts, juvenile centers, social service agencies, and residential treatment programs across the USA.

A6: MR. FIX-IT AND FRIENDS GO TO DIVERSITY TRAINING

Mr. Fix-It, Gag-Man, Colorblind Lady, Invisible Person, and Quiz-Quiz, demonstrate the many layers that can complicate our interactions around diversity. In five short but engaging minutes, participants will be able to identify with the characters' frustration and conflict as they are required to attend a diversity training program. This session will identify non-productive behaviors which diminish the group's effectiveness and offer alternatives that will dramatically transform the group's dynamics.

DR. MAURA J. CULLEN has been referred to as being the best there is at simplifying the complex issues of diversity in an entertaining and educational manner. Since 1987, Dr. Cullen has been capturing the hearts and minds of people, with her dynamic seminars and speaking engagements throughout the United States, Canada and Australia. Maura is considered one of the foremost authorities on issues of diversity and leadership having worked with over 400 organizations with audiences ranging from 8 to 8,000 people.

WORKSHOPS: SESSION B (THURSDAY PM)

B1: HAVING FAITH: NH'S RELIGIOUS AND SPIRITUAL COMMUNITIES

Although, most people recognize the necessity of religious liberty and toleration, our actions don't always provide a safe and respectful place for everyone to practice their religions. Join us for a guided discussion about the tapestry of New Hampshire's faith community. Participants will be able to exchange personal experiences of practicing and living their faith in NH. We will identify common areas of oppression and suppression and brainstorm ways to improve our policies and practices to ensure that all NH residents feel safe and respected when it comes to practicing their religious beliefs and traditions.

KERYN BERNARD-KRIEGL is the executive director of the NH Children's Trust Fund/Prevent Child Abuse America. She holds her M.S. in Family Studies and is active in her church.

B2: ACTINGOUT: USING THEATRE TO EXPLORE AND EDUCATE ON ISSUES OF DIVERSITY, LABELING, AND BULLYING

A hands-on introduction to the improvisational theatre exercises and awareness exercises that ActingOut uses to train performers. Participants will work in collaboration with some of the teen members of the ensemble in exploring their own awareness of a wide range of diversity and labeling issues as well as some basic improv exercises. These are techniques that can help create a performance, help provide "ice-breakers" at a meeting, or give groups opportunities to share stories in a non-threatening way. Participants will be active and moving in this workshop, so please dress comfortably.

JODI CLARK holds a B.A. in both Anthropology and Theatre from Marlboro College and a M.A. in Theatre Education from Emerson College. She has been the program coordinator of ActingOut, an issue oriented teen improv theatre program for over three years and has worked with middle, high school, and college students. She has received training in Playback Theatre, adolescent development, substance abuse prevention, suicide prevention, and diversity and communication issues. She also teaches and directs with MoCo Arts Creative Arts at Keene Multi-arts summer camp program. She has worked with youth in theatre in a variety of settings including play productions for schools and drama classes for groups including the New England Youth Theatre in Brattleboro, VT.

B3: TAKING ADVERSITY OUT OF DIVERSITY: BUILDING INCLUSIVE ORGANIZATIONS

This honest and engaging program will inspire people to create more inclusive communities. Our biggest challenge in achieving this goal is our fear of being judged and misunderstood. This fear prevents good people from taking meaningful action. At times we are so afraid of saying the 'wrong' thing that we make the biggest mistake of all, which is to say nothing. Our patterns of communication are vital to our success when exploring such explosive issues as race, gender, sexual orientation, class, disabilities, age, and religion. This award-winning session gets beyond our fear of saying the 'wrong' thing and teaches more effective and compassionate ways to connect.

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B4: SEPARATING THE 'T' FROM 'LGBT': TALKING ABOUT GENDER IDENTITY/EXPRESSION AND SEXUAL ORIENTATION

Gender, gender identity, gender expression, biological sex, and sexual orientation are all separate yet related aspects of everyone's identity, including LGBT people. This workshop explores the interrelatedness and separateness of these identity components. Tools for talking about gender identity/expression and sexual orientation with clients, colleagues and friends will be provided. Participants will be invited to consider how privilege and oppression contribute to silence on this topic.

CHRIS A. MILLER is a white, transgender, multicultural consultant who has over 20 years of experience in leadership and change management in both for-profit and not-for-profit organizations. He has led multicultural trainings in a variety of settings including schools, social service agencies, healthcare organizations, corporations, and foundations.

B5 : DIVERSITY: IT'S NOT JUST SKIN DEEP (REPEAT SESSION)

This workshop focuses on the multi-layered issues of diversity, discussing such topics as stereotyping, ageism, gender issues, and people with disabilities. The goal of this workshop is to raise the awareness of participants, through experiences and discussion, regarding the ways in which diversity can enhance their lives: Will provide practical experiences for participants to examine how stereotyping affects the ways we deal with people. And offer an opportunity for participants to share what they wish to stop, start and continue in terms of how they incorporate diversity into their daily lives. *This workshop will repeat from the morning session.*

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WORKSHOPS: SESSION C (FRIDAY AM)

C1: A DAY IN THE LIFE OF HOMELESSNESS

“Eew – You work with the homeless? Aren’t you afraid? Don’t they smell, and aren’t they drunk all the time? They’re just loafers, you know.” Come to this workshop and hear real stories about real homeless people. Experience a day in the life of a person without a home and the causes of homelessness. Discover how the Concord Homeless Resource Center works to empower people to move forward to a new, more stable and healthy situation, and what Concord is doing to develop permanent supportive housing. This will be an interactive workshop.

MARCIA SCOVEL SPRAGUE has worked in social services for 20 years. She currently directs the Concord Homeless Resource Center and acts as case manager for the Friends Emergency Shelter. She had a brother who was homeless in NYC and California so has experienced homelessness from a family’s perspective and from a professional’s point of view. Her goal in directing the Resource Center was to be part of a community project. Through the Resource Center, she has brought many Concord community agencies together for the cause of homelessness. The Resource Center was also listed as a place of support on *NH Chronicle’s* May 3, 2010 program on homelessness in New Hampshire.

C2: HATS OFF TO YOU! BEYOND THE HEARING AID: HEARING ASSISTIVE TECHNOLOGY

Over 36 million individuals have a hearing loss and the numbers are climbing yearly. Having a hearing loss does not mean a loss of independence. Assistive Listening Devices: neck loops, silhouettes, vibrating alarm clocks, and visual phone and doorbell signalers are just some of the available technological devices to enhance one’s awareness of sounds in the home, workplace, or in the community. The presentation will include a review of various technological devices, the Americans with Disabilities Act and communication access, and resources that are available in New Hampshire.

JOAN MARCOUX is currently employed as a hearing and vision program specialist for the Department of Health and Human Services in NH, where her responsibilities include promoting communication access for the clients of DHHS. Joan was previously employed as a rehabilitation counselor for the deaf and hard of hearing for 16 years with the Division of Adult Learning and Rehabilitation. She currently serves on the board of Hear in NH, a preschool program for children with hearing losses. Joan has attended eight national conventions sponsored by Hearing Loss Association of American.

C3: INCLUSION? REALLY?

Though we say we appreciate diversity, we often want people to be just like us. The most inclusive individuals – when honest – admit that there are certain groups, with whom they disagree so much, it’s tempting to exclude them. Worse than being prejudiced, is being prejudiced and not admitting it. There is a difference between prejudice and discrimination. Prejudice is generalizing about a group. Discrimination is acting on it. If we don’t want to act, we have to acknowledge an embarrassing and painful truth – total acceptance is rare. This session will challenge our beliefs and encourage self-assessment that results in increased inclusion. *This workshop will repeat during the afternoon session.*

GERRI KING, PH.D. is a social psychologist and organizational consultant who presents, consults, and facilitates throughout the US, Asia, and Canada. Among her areas of expertise, Gerri focuses on conflict resolution and effective communication, managing change, mergers and acquisitions, strategic planning, teambuilding, success avoidance or sabotage, and the changing role of leadership. Gerri is president of Human Dynamics Associates, Inc. in Concord, NH. Visit www.gerricking.com for more information.

C4: WORKING WITH GLBT FOSTER AND ADOPTIVE FAMILIES

An estimated two million GLBT people have considered adoption, yet fewer than one-fifth of adoption agencies have attempted to recruit foster or adoptive families from the GLBT community. This session will explore strategies for providing culturally competent services to GLBT families through recruitment, home study, and placement in order to provide the best services possible to youth and families involved with your agency. We will address the impact of various laws and policies on GLBT families in state, domestic, and international adoption.

MARISA HOWARD-KARP is the director of The GLBT Youth Support Project and OutHealth, both programs of Health Imperatives. For the past 8 years, she has been working with child welfare providers, educators, and providers in many aspects of health and human services to support them in creating and enhancing culturally competent services to GLBT clients and their families. She recently developed an on-line education course titled “Providing Culturally Competent Care to GLBT Clients.” She is an adoptive parent to two children, one through domestic adoption and one through the Massachusetts Department of Children and Families.

C5: CALLING NH HOME: CONSIDERATIONS AND RECOMMENDATIONS FOR INTEGRATING NEW HAMPSHIRE’S REFUGEES AND IMMIGRANTS

This presentation explores current research conducted by NH Catholic Charities and funded by the Endowment of Health on the current status of the integration of the refugee population within New Hampshire. An overview of international model programs will be presented along with recommendations on best practices for New Hampshire.

CATHY CHESLEY, J.D., ED.D. is the director of Immigration and Refugee Services for New Hampshire Catholic Charities. She holds a Doctorate in Administration and Social Policy from Harvard University and a J.D. from Franklin Pierce Law School. Ms. Chesley has worked with refugees in New Hampshire for the past seven years. As a child growing up in Connecticut, her family’s home was a safe refuge and a new starting point for individuals and families fleeing Central America.

C6: CIVIC REFLECTION

People gather in small groups to engage in facilitated conversation of a thought-provoking story to be read in advance. The facilitator leads discussion of the story and prompts conversation on related questions (ethical, moral, existential) about the meaning and value of civic life: Under what social conditions does alienation or its opposite – belonging – evolve? What measurable benefits has the United States enjoyed as a direct result of cultural diversity? Is there any real ideological diversity in this room – should there be? By talking together about such questions, participants connect to one another and to the democratic tasks of civic and institutional life. *This workshop will repeat during the afternoon session.*

When participants pre-register, they must provide either an email or “snail mail” address and they will be sent the article to read prior to the workshop.

BETSY BURTIS M.ED. consults with organizations and teams on issues of cultural effectiveness, communication and leadership. She is a trained facilitator and has worked with the New Hampshire Humanities Council developing and facilitating community groups on immigrant and refugee issues using the Civic Reflection model. She is also an adjunct faculty member at Granite State College teaching communications classes and the current chairperson of the New Hampshire Medical Interpretation Advisory Board (MIAB).

C7: MAKING THE GRADE: USING THE RACIAL EQUITY IMPACT ASSESSMENT TOOL

This interactive workshop will introduce the Applied Research Center’s racial equity impact assessment tool, review principles of racial equity, and look at and learn from examples of its use in the US and abroad. It will also provide participants with practice in applying it to sample policies.

RINKU SEN is the president and executive director of the Applied Research Center (ARC) and publisher of *ColorLines* magazine. A leading figure in the racial justice movement, Rinku has positioned ARC as the home for media and activism on racial justice. She has extensive practical experience on the ground, with expertise in race, feminism, immigration, and economic justice. Over the course of her career, Rinku has weaved journalism and organizing to further social change. She also has significant experience in philanthropy. Rinku is vice chair of the Schott Foundation for Public Education, and an advisory committee member of the Philanthropic Initiative for Racial Equity.

WORKSHOPS: SESSION D (FRIDAY PM)

D1: UNDERSTANDING CULTURAL FACTORS IN SUICIDE PREVENTION: RACE, ETHNICITY, GENDER, AGE, SEXUAL ORIENTATION/IDENTITY, AND MILITARY

Suicide rates, attempts and risk factors vary by race and diverse cultures from white middle-aged men to GLBT youth to Pacific Islanders. Increasing understanding and sensitivity to these differences can improve suicide prevention efforts across all populations. Utilizing a foundation of current research and literature, and encouraging audience participation and dialogue, this training explores and considers race, ethnicity, age, gender, sexual orientation/identity, and military culture. Through an in-depth presentation and discussion of cultural characteristics, this workshop provides important insights into culture-specific risk factors and help-seeking behaviors and examines the implications for engagement, prevention and treatment.

ANN DUCKLESS has implemented the Connect Frameworks Project in diverse settings and has worked strategically around addressing the cultural needs of each community. Trained as a cultural competence trainer by the Anti-Defamation League, Ann embraces and promotes cultural sensitivity to issues of gender, race, ethnicity, language, religion, disability, and sexual orientation. She offers cultural effectiveness in suicide prevention workshops for NAMI staff and regionally. Ann's 20+ years of experience as a foster parent and work in substance abuse prevention and treatment brings her expertise to high-risk youth populations, such as those involved with substances and/or involved in foster care. Her work in youth suicide prevention honors the students and friends she has known who have died by suicide.

D2: THE COLOR OF WEALTH: THE UNTOLD STORY BEHIND THE RACIAL WEALTH GAP

Nearly 50 years after the Civil Rights movement, the typical family of color has only 16 cents of wealth compared to the typical white family's dollar; single women of color have only a penny for every dollar owned by single men of their own race, and a tiny fraction of a penny compared to the dollar owned by single white women. What is behind these enormous disparities? What are the implications for children and future generations? Why does it matter for our nation's economic future? We'll explore the issues of wealth creation and protection, why race and gender matter, and discuss ways to bridge this yawning economic divide.

Attieno Davis has worked for many years as a service provider in the domestic violence arena. Working directly with low-income and formerly homeless women and their children reinforced her ability and commitment to share the stories of those most in need. She currently works as a case manager for immigrant families and single elders in San Francisco's Tenderloin District. She is an experienced community organizer and advocate, having led several Boston organizing programs that gained national acclaim. At Health Care for All Massachusetts, she designed and implemented the Healthy Homes campaign, focusing attention on the links between poor housing conditions and the rise in asthma among young children. She organized the Fund the Dream campaign in Boston, calling for increased funding for jobs, education and housing as United for a Fair Economy's Racial Wealth Divide staff person. She has also utilized song and theater as tools for community change.

D3: TOXIC MEDIA: SEX, VIOLENCE, AND TEEN CULTURE

The session explores the effect media has on attitudes, the brain's reaction to violent and sexual images, and adolescent brain science. We examine mainstream media depicting gender stereotypes, objectification, sex and violence by using film clips, advertisements and images ranging from *Rolling Stone* covers to toddler Halloween costumes. The normalizing of these images directly contributes to the cultural acceptance of sexual violence. We look at the increasing mainstreaming of pornography and the role it plays in shaping teen culture. This is all done against the backdrop of our agency's mission: to prevent sexual violence.

EMILY MURPHY has been working as an educator for Sexual Assault Support Services (SASS) for six years. Emily's academic background is in the biological sciences; she graduated from Vassar College with a degree in Biology and attended the Wake Forest School of Medicine. Though Emily has been teaching students of all ages for over 12 years, she considers her most rewarding work to be teaching Sexual Violence Prevention.

SARAH SHANAHAN has been working as an educator for Sexual Assault Support Services for nine years. She has a B.F.A. in Theatre Studies from Emerson College in Boston and a Master of Arts in Teaching Speech and Drama from the University of New Hampshire. Sarah is a professional performer as well as a NH Certified teacher who has taught in both public and private schools. Through her work at SASS, Sarah has delivered Personal Body Safety, Media Literacy, and Sexual Violence Prevention programs to over 90,000 students.

D4: INCLUSION? REALLY? (REPEAT SESSION)

Though we say we appreciate diversity, we often want people to be just like us. The most inclusive individuals – when honest – admit that there are certain groups, with whom they disagree so much, it’s tempting to exclude them. Worse than being prejudice, is being prejudice and not admitting it. There is a difference between prejudice and discrimination. Prejudice is generalizing about a group. Discrimination is acting on it. If we don’t want to act, we have to acknowledge an embarrassing and painful truth – total acceptance is rare. This session will challenge our beliefs and encourage self-assessment that results in increased inclusion. *This workshop is a repeat from the morning session.*

GERRI KING, PH.D. is a social psychologist and organizational consultant who presents, consults, and facilitates throughout the US, Asia, and Canada. Among her areas of expertise, Gerri focuses on Conflict Resolution and Effective Communication, Managing Change, Mergers and Acquisitions, Strategic Planning, Teambuilding, Success Avoidance or Sabotage, and the Changing Role of Leadership. Gerri is president of Human Dynamics Associates, Inc. in Concord, NH. Visit www.gerriking.com for more information.

D5: CIVIC REFLECTION (REPEAT SESSION)

People gather in small groups to engage in facilitated conversation of a thought-provoking story to be read in advance. The facilitator leads discussion of the story and prompts conversation on related questions (ethical, moral, existential) about the meaning and value of civic life: Under what social conditions does alienation or its opposite – belonging – evolve? What measurable benefits has the United States enjoyed as a direct result of cultural diversity? Is there any real ideological diversity in this room – should there be? By talking together about such questions, participants connect to one another and to the democratic tasks of civic and institutional life. *This workshop is a repeat from the morning session.*

When participants pre-register, they must provide either an email or “snail mail” address and they will be sent the article to read prior to the workshop.

BETSY BURTIS, M.ED. consults with organizations and teams on issues of cultural effectiveness, communication and leadership. She is a trained facilitator and has worked with the New Hampshire Humanities Council developing and facilitating community groups on immigrant and refugee issues using the Civic Reflection model. She is also an adjunct faculty member at Granite State College teaching communications classes and the current chairperson of the New Hampshire Medical Interpretation Advisory Board (MIAB).

D6: RACIAL EQUITY/RACIAL HEALING AND THE MYTH OF A POST-RACIAL SOCIETY

Our shared destiny as a strong nation requires the closing of persistent, deeply embedded racial gaps. The dual and inter-twined goals of racial healing and racial equity are crucial for sustainable national strength. This session looks closely at conditions that mandate these goals, possible pathways to their achievement, and tools and resources available to the work. Participants will have the opportunity to “test-drive” one tool with a current issue.

DELIA CARMEN associate director Equity, Diversity and Inclusion (EDI) at the Annie E. Casey Foundation (AECF) is responsible for the Foundation’s ongoing development and support for the Race Matters Toolkit, <http://www.aecf.org/racematters.aspx> including training and coordination of government agencies and not-for-profit collaborative efforts to address policies and practices that cause inequities in systems, such as child welfare, health, juvenile justice and education. Ms. Carmen has also served as the facilitator for the Foundation’s RESPECT affinity group that focuses on the impact race/ethnicity, class, and power has in the communities that the AECF serves to ensure that the Foundation’s resources are marshaled toward fighting racism and promoting equity. She authored the foundation’s initial theory of change which continues to be used to frame and guide the foundation’s EDI work. Carmen is also a member of the Race & Equity in Philanthropy Group which encourages greater dialog and development of more equitable grant-giving policies and practices in philanthropy.



DIRECTIONS TO THE RADISSON

FROM LOGAN AIRPORT, BOSTON, MA: Through the Sumner Tunnel to Route 93 North. Near Manchester, take Route 293 North (left hand exit off Route 93.) After Brown Avenue exit, stay to right as 293 bears right. Stay on Route 293 to second exit, Exit 5/Granite Street. Turn right at bottom of ramp, then go through two sets of lights. Hotel garage is next left.

FROM MANCHESTER-BOSTON REGIONAL AIRPORT, MANCHESTER, NH: Take Route 293 North. Stay to right as 293 bears right. Stay on Route 293 to second exit, Exit 5/Granite Street. Turn right at bottom of ramp, then go through two sets of lights. Hotel garage is next left.

FROM MAINE, PORTSMOUTH, NH: Follow 95 South to Portsmouth; after crossing state line, take 3rd exit (exit 2) to 101 West/93 South to 293 North. After passing Brown Avenue exit, stay to the right as 293 bears to the right. Take second exit, 5/Granite Street. Turn right at bottom of ramp, then go through two sets of lights. Hotel garage is next left.

FROM POINTS NORTH: Route 93 South to Route 293 South. On 293 South take exit 6. Exit will circle around and over the Amoskeag Bridge. Stay right, take Canal Street ramp. Follow Canal Street. for about 1 mile (8 sets of lights) to Granite Street (Bus station is on your left). Take left on Granite Street. Hotel garage is next left.

FROM VERMONT: Take Route 89 South to Route 93 South. Then follow directions from points North.

FROM NJ, NYC, CT: Take Route 95 North to New Haven, then Route 91 North to Hartford. From Hartford, take Route 84 to Route 90 (Mass Pike.) Take Mass Pike to Route 290 (Worcester) to Route 495 (Lowell) to Route 3N (Nashua.) Stay on Route 3. Just South of Manchester, Route 3 becomes Route 293. Take exit 5/Granite Street. Turn right at bottom of ramp, then go through two sets of lights. Hotel garage is next left.

HOTEL RESERVATIONS

Hotel rooms for overnight guests are available for \$124 single/double plus tax. For three or four guests per room, there is an additional \$10 charge per person. There is a block of rooms reserved for conference attendees until September 12. Please make your reservations prior to this date by contacting the hotel directly at 603.206.4109 or 1.800.333.3333 or online at www.radisson.com/manchesternh. If you are making an online reservation, please use the reference code CASEY. Hotel check-in is after 3 p.m. and check-out is by 11 a.m. Parking is available in the hotel garage.

Casey Family Services employees in need of hotel reservations should contact Kathy Burk in the New Hampshire Division at extension 4610.

700 Elm Street
Manchester, NH 03101
603.625.1000
www.radisson.com/manchesternh

REGISTRATION FORM

SPACE IS LIMITED. REGISTER EARLY! REGISTRATION DEADLINE: 10.1.10

PLEASE INCLUDE A SEPARATE REGISTRATION FOR EACH ATTENDEE

NAME _____

TITLE _____

COMPANY/ORGANIZATION _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

TELEPHONE NUMBER _____

FAX NUMBER _____

EMAIL ADDRESS _____

PLEASE CIRCLE DATES OF ATTENDANCE:

BOTH DAYS

THURSDAY ONLY

FRIDAY ONLY

ARE YOU A CASEY FAMILY SERVICES EMPLOYEE?

YES

NO

ARE YOU A STUDENT?

YES

NO

CONFERENCE COST IS \$100 FOR EACH PARTICIPANT (FOR BOTH DAYS) OR \$60 FOR EACH PARTICIPANT FOR SINGLE DAY ATTENDANCE.
STUDENT RATE IS \$50 FOR EACH PARTICIPANT (FOR BOTH DAYS) OR \$30 FOR EACH PARTICIPANT FOR SINGLE DAY ATTENDANCE.

METHOD OF PAYMENT: CHECK PAYABLE TO Casey Family Services

PLEASE SEND REGISTRATIONS TO:

CASEY FAMILY SERVICES
105 LOUDON ROAD, BUILDING 2
CONCORD, NH 03301-5601

IF YOU REQUIRE SPECIAL ACCOMMODATIONS OR HAVE GENERAL CONFERENCE INQUIRIES, TELEPHONE 800.417.7375.

SELECT WORKSHOPS

INSTITUTES: SESSION A circle 1st choice a₁ a₂ a₃ a₄ a₅ a₆
(THURSDAY A.M.) circle alternate choice a₁ a₂ a₃ a₄ a₅ a₆

WORKSHOPS: SESSION B circle 1st choice b₁ b₂ b₃ b₄ b₅ b₆
(THURSDAY P.M.) circle alternate choice b₁ b₂ b₃ b₄ b₅ b₆

WORKSHOPS: SESSION C circle 1st choice c₁ c₂ c₃ c₄ c₅ c₆ c₇
(FRIDAY A.M.) circle alternate choice c₁ c₂ c₃ c₄ c₅ c₆ c₇

WORKSHOPS: SESSION D circle 1st choice d₁ d₂ d₃ d₄ d₅ d₆
(FRIDAY P.M.) circle alternate choice d₁ d₂ d₃ d₄ d₅ d₆

IF YOU RECEIVE MORE THAN ONE COPY, PLEASE PASS IT ALONG.