

Diversity, Inclusion & Equity Workshop
ICCTA September 10, 2010
presented by

Bea Young Associates: Collaboration for Educational Equity

The objectives and benefits of this interactive workshop are to:

- ***Examine how **multicultural and global** college & community environments are creating a new imperative for diversity, inclusion and equity as a way of life.***
- ***Highlight diversity, inclusion and equity tools that empower staff to better serve all students.***
- ***Introduce the “Equity Journey Systemic Model,” including:***
 - ***initial cultural assessment***
 - ***strategy integration***
 - ***development of an Equity Action Team***
 - ***creating and sustaining commitment for all stakeholders***
- ***Demonstrate how enhanced passion and persistence for diversity, inclusion and equity have assisted school leaders in creating a legacy of better test scores, higher graduation rates and a community that values learning and respect for each other.***

The experienced and diverse facilitator team includes:

Bea Young is a pioneer in the diversity field who has created “Collaboration for Educational Equity” to celebrate her 50 years in the field of social and racial justice. She was the Education and Executive Director of the Illinois Human Relations Commission during the racially turbulent 1960’s & 70’s after working in Mississippi to help create the curriculum for the Civil Rights’ Freedom Schools. She created one of the first corporate diversity practices in the early 1980’s, providing many Fortune 500 companies with their initial systemic processes to create cultural competence. She began to re-focus her attention to the needs of educational organizations in 2000 and has provided successful systemic diversity outcomes for school districts and colleges. She is co-authoring a book entitled: “MoZaic: Collaboration for Education Equity” with her client and colleague Dr. Carmen Acevedo.

Dr. Carmen Acevedo is Assistant Superintendent of Curriculum & Instruction for Plainfield District 202 and has 27 years in education from inner city schools to large unit school districts experiencing the challenges of diversity, including teaching graduate classes for those seeking additional certification. Her district leads others in diminishing the racial and ethnic achievement gaps through utilizing the Equity Journey systemic process. She serves on the Illinois State Board of Education Growth Committee, the State Bilingual Advisory Council and the State NCLB Committee of Practitioners. She has her BA in Bilingual Bicultural Studies, an MBA and Ph.D in Educational Leadership and Policy Studies and has received numerous Excellence in Education awards including the League of United Latin American Citizens and the Kane County Excellence award.

Erika Walker-Thomas has over 17 years in diversity consulting and professional development and has designed and implemented global learning strategies to address attraction, motivation and retention for diverse populations. She was VP of The Kaleidoscope Group and key consultant with Hewitt Associates before creating the Walker Thomas Group where she continues to deliver diversity solutions to clients across the globe. Her degrees are from Howard University and Lake Forest Graduate School of Management.

Duane Barnes is retired from Sears after 35 years of executive management which included working with sources throughout Asia. Over the last 20 years, he has served as a diversity and inclusion facilitator and trainer of trainers where his consulting skills have empowered many organizations with the internal capability to implement their diversity training programs. He was an adjunct faculty at the Lake Forest School of Management and has his degree from Columbia University.