



Lakeshore Ethnic
Diversity Alliance
SUMMIT
on race and inclusion

ADVANCING EQUITY



Outcome Report

2018 Summit on Race and Inclusion

Advancing Equity

The 2018 Summit on Race and Inclusion: Advancing Equity was held on the Hope College campus in Holland, MI on Tuesday, May 15, 2018. The Summit is an annual event that examines the effects of racial disparities and strategies for their elimination at a day-long conference. It is designed to engage community members and key stakeholders in eliminating racial barriers in the lakeshore region and beyond.

Drawing more than 700 individuals from across Michigan, Summit 2018 is among the most successful conferences hosted by the Lakeshore Ethnic Diversity Alliance (LEDA) to date. In the morning, participants had the opportunity to listen to a keynote address from Dr. Joy DeGruy, an internationally recognized researcher, author and presenter on the residual legacy of trauma, systematic oppression and institutionalized racism.



Later in the day, attendees were also able to attend two out of six available sector-specific breakout sessions, allowing them the opportunity to delve more deeply into the issues and strategies for racial equity that more deeply impact their field of work or study.

We thank our major Summit Sponsors for their great support in making this event possible: W.K. Kellogg Foundation, the Brooks Family, Haworth, Herman Miller Cares, Meijer, Smith Haughey Rice & Roegge, and Spectrum Health.

Attendee Feedback

Receiving a variety of feedback is important to us as we plan for future Summits on Race and Inclusion. We collect responses on both the overall participant experience, as well as how each session throughout the day was received by attendees. While it is always difficult to create a perfect event for 700 individuals, we strive to make the Summit informative and inspiring, as well as offer practical tools for advancing equity.

Overall Summit Feedback

	Strongly Agree/ Agree	Neutral	Disagree/ Strongly Disagree
I feel that participation in today's Summit increased my ability to be a partner in the racial equity movement.	97%	2%	1%

	Excellent/ Good	Average	Fair/ Poor
Overall, how would you rate this year's Summit on Race and Inclusion?	98%	1.5%	0.5%

We were pleased to receive overwhelmingly positive responses to Summit 2018. While **98% of participants** rated the Summit as excellent or good, we also found that **97%** agreed or strongly agreed that the event increased their ability to be a partner in the racial equity movement.



Summit keynote speaker Dr. Joy DeGruy (left) with LEDA Executive Director Latoya Booker (right).*



Attendees awaiting Dr. Joy's keynote presentation in the Jack H. Miller Auditorium.

*Event photos provided by Salazar Concepts.

Keynote Speaker



The Lakeshore Ethnic Diversity Alliance was thrilled to present **Dr. Joy DeGruy** as our keynote speaker for the 2018 Summit on Race and Inclusion. Dr. Joy is a nationally and internationally recognized researcher, presenter and expert on the residual legacy of trauma and stress. With over twenty years of experience as a professional in the field of social work, she offers practical insight into various cultural/ethnic groups and the importance of incorporating culturally responsive intervention approaches.

She is the author of several groundbreaking texts, which lay the groundwork for understanding how past traumatic experiences influence various attitudes, beliefs and adaptive behaviors among specific cultural groups today.

At Summit 2018, Dr. Joy addressed the audience in the Jack H. Miller auditorium with an incredible keynote which critically examined the effects of slavery, generational trauma, and institutionalized racism. Her inspirational seminar left the audience wanting more and set the tone for an amazing day of engagement and learning as we moved into the morning and afternoon breakout sessions.



Keynote Speaker Feedback

Keynote Speaker: Dr. Joy DeGruy	Strongly Agree/ Agree	Neutral	Disagree/ Strongly Disagree
I found the morning keynote speaker informative and meaningful.	99.5%	0.5%	0%
The morning keynote helped me to better understand best practices for promoting equity.	94%	5%	1%
I will use the content of the keynote in my personal, organization and/or community growth.	99%	1%	0%
Overall, I was satisfied with the morning keynote presentation.	99%	<1%	<1%

Breakout Sessions

Summit 2018 also offered six sector-specific breakout sessions, giving participants the opportunity to attend two of them. The first set of breakout sessions were held in the morning before lunch, and the second set was held directly following lunch.

Here are the six sector speakers who presented at Summit 2018:

Breakout Session Speakers



Enrica Ruggs, Ph.D. - Business

Enrica N. Ruggs, Ph.D. is a faculty member in the Psychological Science and Organizational Science programs at the University of North Carolina at Charlotte. She teaches graduate and undergraduate courses in Industrial and Organizational Psychology, Organizational Research Methods regarding human capital analytics, and Managing Diversity in Organizations.



Lucius Couloute - Community

Lucius Couloute is a Policy Analyst with the Prison Policy Initiative, currently leading advocacy efforts to bringing accountability to the video calling industry. His policy research explores what is commonly referred to as “prisoner reentry,” illuminating the educational, housing, and employment disadvantages formerly incarcerated people face.



H. Gerald Campano, Ph.D. - Education

Dr. H. Gerald Campano is an Associate Professor and Chair of the Reading/Writing/Literacy Division at University of Pennsylvania Graduate School of Education. His current research explores how universities can foster sustained and ethical collaborations with community-based organizations. The study examines the literacy practices employed when individuals negotiate cultural and linguistic boundaries.



Marcia Mount Shoop, M.Div., Ph.D. - Faith

The Rev. Dr. Marcia Mount Shoop (M.Div., PhD) is an author, theologian, and pastor whose work reaches into academic, ecclesial, and community contexts across the country. She currently serves as Pastor/Head of Staff at Grace Covenant Presbyterian Church in Asheville, NC. Her work engages people of all different ethnicities, racial identities, sexualities and gender identities.



Jessica MacFarlane, M.P.H. - Gov't/Policy

Jessica MacFarlane is the Senior Research Associate at Perception Institute, where she conducts original research studies and translates findings on the science of implicit bias, racial anxiety, and stereotype threat. She presents on these topics to a range of audiences across the country to help institutions achieve their goals of fairness.



Carmen Green, M.P.H. - Health

Carmen Green is Training Director at National Birth Equity Collaborative, responsible for program support and collaborations with partner entities. NBEC is a research and advocacy organization committed to reducing Black infant and maternal mortality. A lover of public health and sociology, she studies global reproductive justice, human rights and racial equity.

Breakout Session Feedback



Below is the breakout session participant feedback. Totals are averaged across all breakout sectors, including both the morning and afternoon sessions.

Breakout Sessions – Collected Responses	Strongly Agree/ Agree	Neutral	Disagree/ Strongly Disagree
I found the breakout presenter informative and meaningful.	93%	6%	1%
The breakout session helped me to better understand best practices for promoting equity.	84.5%	12%	3.5%
I will use the content of the breakout session in my personal, organization and/or community growth.	84%	13%	3%
Overall, I was satisfied with the breakout session presentation.	89%	8%	3%



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Thank you to all of our sponsors for Summit 2018!

The success of Summit 2018 was made possible in part by a grant from Michigan Humanities Council, an affiliate of the National Endowment for the Humanities.

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We give special thanks to our event partner, Hope College, for their generous support and enthusiasm to host Summit 2018 on their campus.

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Holland First United Methodist Church & Peace with Justice Team	SHARE - Society for History And Racial Equity
Holland Public Schools	YWCA West Central Michigan



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Dismantling Barriers. Advancing Equity.

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