



April 2018

Dear Greater Austin Neighbors,

The Leadership Austin [Board of Directors](#) would like to invite each of you to consider an upcoming training opportunity in support of the Mayor's Task Force on Institutional Racism & Systemic Inequities.

**Background:** Last year Mayor Steve Adler asked Leadership Austin Board Secretary, Dr. Colette Pierce Burnette, President of Huston-Tillotson University, and Leadership Austin Alumni Dr. Paul Cruz, Superintendent of Austin Independent School District to serve as co-chairs for this task force. They convened a steering committee and various working groups who worked for six months to develop a series of recommendations that culminated in a final report given to the Austin City Council last spring. As part of the task force recommendation, over 200 community members have participated in a shared training experience called Beyond Diversity™. The goal of this training is to have business and community leaders have a common learning experience and shared language as we begin to wrestle with specific task force recommendations that focus on diminishing the impact of institutional racism and systemic inequities across our community.

**Leadership Austin Convening:** With over 2,500 Alumni in our community, the Board of Directors wants to support this effort by helping to convene additional training opportunities. Today you can find our Alumni in 84% of the top 25 Austin businesses and in 96% of the top 25 non-profits. In addition, 43% of the elected officials in Travis County are part of our Alumni. We need to do our part to invite as many of our neighbors to these trainings and support this important effort across our region.

**The Plan:** We have secured five training sessions over the next eight months. Each training session involves a full two day workshop at total cost of \$325. We will have a limited number of scholarships available for those who may need assistance with this program expense.

**The Training:** The Task Force has recommended the Beyond Diversity™ seminar conducted by the [Pacific Educational Group](#): called *Courageous Conversation About Race: A Business Case for Improving Executive Leaders' Racial Consciousness & Literacy*. "Now in its twenty-first year of existence, Beyond Diversity™ is a powerful, personally transforming two-day seminar designed to help leaders understand the impact of race and investigate the role that racism plays in institutionalizing disparities. Engage in a thoughtful, compassionate exploration of race and racism and grapple with how each influences the culture and practice using strategies for identifying and addressing policies, programs, and practices that negatively impact achievement and serve as barriers for ALL. By now, most executives have heard the refrain that diversity is beneficial. This session moves beyond that horizon and explains how to increase diversity, foster inclusion, and establish the racial equity that will propel business and society. By describing three central principles to Courageous Conversation leadership, this seminar will

introduce a protocol to discuss race, build racial consciousness, and promote the type of equity that will inspire workers to bring their whole selves to the job and do their best work.”

**Join Us:** If interested in exploring this opportunity, complete the training request form below. As we model our core values, we want to consider industry, race, geography, age and gender to purposely provide a training experience with varying life experiences in each session. Once you provide your availability, we will confirm your session and send you a link to register. Each workshop will be limited to 80 participants to ensure time for rich conversation and self-reflection. Please feel free to invite your family and friends, but each person must submit their own request form.

**To Do:**

- Please read the [task force report](#)
- If interested, [complete this training request form](#)

As members of the Executive Committee we want to thank you for considering this opportunity. If you have any questions please contact [ckennedy@leadershipaustin.org](mailto:ckennedy@leadershipaustin.org).

Sincerely,



Toya Cirica Bell  
2018 Board Chair



Mike Meroney  
2019 Board Chair



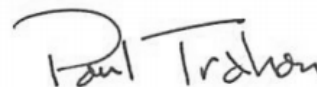
Christopher Kennedy  
Chief Executive Officer



Ali Khataw  
Past Chair,  
Executive Committee



Colette Pierce Burnette  
Secretary,  
Executive Committee



Paul Trahan  
Treasurer,  
Executive Committee



Mellie Price  
Executive Committee



Artemio San Martin  
Executive Committee