

CINDY DUNCAN-SMITH

From: David Rosen <photoinnovations@gmail.com>
Sent: Wednesday, January 10, 2018 8:53 AM
To: CINDY DUNCAN-SMITH
Subject: Follow up on REI program
Attachments: GW proposal for david Rosen.docx

Cindy good morning . I hope your doing well. I apologize for the delay in getting back to you, but getting the information and program together for the Racial Inequity program has taken some time.

I am going to attach a document which will highlight the key points of the day long program that myself and other key HP organizations are behind for City Council to go through as well as the complete management team of the City of High Point.

I would like for this to be an agenda item for the next City Council meeting which I will need to know so that myself and others involved can be present for Q & A.

I strongly advise that Council spend a few minutes on the website of the presenter which is www.racialequityinstitute.org. The Managing director is Deena Hayes-Green who has been on the Guilford County School board for over 15 years. Deena along with Bayard Love would be the facilitators of the program. I personally have been to over 3 days of their training which I and many other leaders in our city feel that our local government needs to be a part of.

The fee for the program is \$ 4,250.00 plus around another \$400-\$500 for travel and lodging for Mr. Love who resides outside of the area. This fee is nominal for the depth and wealth of information that staff and council can and will take away. With all the positive energy in our great city moving forward with growth and the MPS, it is critical that we address this issue and not put it on the back burner.

Also please know that personally I attended a two day program back a year ago as a part of Guilford County Schools on my own accord. All GCS teachers and counselors have had to go through this program which says a lot as they are mentoring our future leaders.

Also when you take a look at the website you will see that this program has and continues to be taught in locations all across the country. Trust me.. you will not be disappointed!!

Thank you for considering this very important program that is crucial for all of High Point.

David

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Racial Equity Institute

Understanding Racial Inequity: A Groundwater Approach

In the one-day Groundwater Approach workshop, REI trainers use data and stories from a variety of sources to demonstrate the ongoing and pervasive impact of race. This research-based presentation focuses on five points that are essential to understanding the realities of systemic and structural racism as a predictor of outcomes in all institutions.

- Racial inequity looks the same across systems.
- Socio-economic difference does not explain the racial inequity.
- Systems contribute significantly to disparities.
- The systems-level disparities cannot be explained by a few ‘bad apples’ or ill-intentioned gatekeepers.
- Poor outcomes are concentrated in certain geographic communities; usually poor communities and communities of color.

The workshop illustrates how an analysis that includes race often draws starkly different conclusions than one that does not, and most importantly that structural racism is harmful to everyone, regardless of race,

The Groundwater Presentation dovetails with REI’s Phase I workshop, is recommended as an introduction or follow-up to a full two-day workshop, and may be tailored to focus on a particular content area as needed for a particular client.