



Diversity Equity Inclusion

[CLICK TO REGISTER](#)

APRIL 24-25, 2023

SISTERS OF MERCY
HALL

CHICAGO, ILLINOIS



Mercy Education
Educación de la Misericordia



Diversity Equity Inclusion

General Information

Please register here by Friday, March 24, 2023.

Dates: Monday-Tuesday, April 24-25, 2023

Location: Sisters of Mercy Hall, 10444 S. Central Park Ave, Chicago, IL 60655, a short walk from our host school, Mother McAuley Liberal Arts High School.

Time: Registration begins at 11 am on April 24. The gathering will conclude at 2 pm on April 25.

Transportation: Mother McAuley Liberal Arts High School and volunteer drivers will assist the group with transportation during our stay.

Airport: Chicago Midway International Airport, 5700 S. Cicero Ave, Chicago, IL 60638

Lodging: Hampton Inn Chicago-Midway Airport, 6540 S. Cicero Ave., Bedford Park, IL 60638. Mercy Education will cover the cost of the hotel stay for Sunday, April 23 and Monday, April 24. If you need to stay longer, the group rate should apply: \$129/night. The hotel stay includes complimentary parking, complimentary guest room internet and complimentary 24/7 shuttle to and from Midway Airport. Kim Baxter will make all hotel reservations for participants by March 24. The hotel is a 24-minute drive (7.5 miles) to Sisters of Mercy Hall.

Costs: Mercy Education will cover the cost of the hotel stay, meals, transportation from hotel to Sisters of Mercy Hall, and other meeting related costs. Schools will be responsible for transportation costs to Chicago (flights, mileage, ride shares, etc.).



Diversity Equity Inclusion

Agenda

Monday, April 24, 2023

11:00 am – 12 pm	Registration, Tours of Mother McAuley Liberal Arts High School
12 – 1 pm	Lunch
1 – 1:30 pm	Opening Prayer and Introductions
1:30 – 2:45 pm	<p>Session #1: Workshop with Sommer Woods, <i>She Inclusion Officer</i>, and Michele Lewis Watts, Ph.D., <i>She Equity Officer</i>, <i>Woods and Watts Effect</i></p> <p>In the first three workshop sessions, we will have facilitated conversations around the goals of achieving greater fulfilment of mission and creating sustainable and equitable practices within school communities. Participants will learn core DEI competencies as well as how to build tactical skills for DEI deployment and how to recognize and reduce bias and microaggressions. They will explore the necessary education and tools to shift culture and execute related change in their organizations. Workshop leaders will also provide DEI practitioners guidance on formally stepping into their role. The cumulative impact of these workshops is “The Equity Effect.”</p>
2:45 – 3 pm	Break
3 – 4:30 pm	Session #2: Workshop with Sommer Woods and Michele Lewis Watts, continued
4:30 – 6 pm	Session #3: Workshop with Sommer Woods and Michele Lewis Watts, continued
6 – 7 pm	Dinner (catered in)
7 – 8:15 pm	<p>Session #4: Discussion on <i>Building Safe Spaces</i> with Mercy Education Staff</p> <p>In October 2022, Mercy Education published <i>Building Safe Spaces: Resources on Human Sexuality for Mercy Catholic Schools</i> to support students who identify as LGBTQIA+ who may be experiencing marginalization in our schools and to support school leaders when they are engaged in decisions that involve human sexuality. While this document focuses on students who identify as LGBTQIA+, the content can be applied to all students who feel marginalized in some manner. Staff will lead a facilitated discussion on this resource. <i>Participants will receive a copy of this document prior to the gathering.</i></p>



Diversity Equity Inclusion

Agenda

8:15 – 8:30 pm	Closing Prayer
8:30 pm	Social Time

Tuesday, April 25, 2023

7 – 7:45 am	Breakfast
8:15 – 8:30 am	Opening Prayer
8:30 – 9:30	<p>Session #5: DEI Strategic Planning with Kim Amrine, <i>Principal, Kim Amrine Consulting, LLC</i></p> <p>This session will cover everything you need to know about DEI Strategic Planning including how to conduct an assessment, draft a plan, roll it out, and achieve consistent and measurable outcomes.</p>
9:30-9:45 am	Break
9:45-10:45 am	<p>Session #6: DEI Recruiting Strategies for Staff and Board Positions with Kim Amrine</p> <p>Many schools desire increased diversity in their staff and board of directors, but do not know what to do differently. This session will offer numerous specific suggestions on how to increase the diversity of your staff and board.</p>
10:45-12:15	<p>Session #7: Diversity Student Recruitment with Anita Roberson, <i>Director of Diversity, Equity, Inclusion and Justice, Gwynedd Mercy Academy High School</i></p> <p>For many of us, attracting BIPOC candidates to our school community can be very challenging. However, with patience and creativity, you may be able to establish a feeder program that showcases your school’s best strengths while allowing you to establish the meaningful relationships that are at the heart of any strong diversity recruitment project. During this hands-on workshop, you will learn about Gwynedd’s ‘Camp Inspire’ and will draft, or improve upon, a similar diversity recruitment initiative that could be implemented at your school.</p>
12:15-1:15 pm	Lunch
1:15-2:00 pm	Wrap Up and Closing Prayer



Diversity Equity Inclusion

Meet Our Presenters



Kim Amrine is the founder and principal owner of Kim Amrine Consulting, LLC. Before starting her own consulting firm, Kim worked as the Chief Diversity Officer for a large Midwest law firm for over 15 years.

Kim currently works as Mercy Montessori's Fractional Chief Diversity Officer. Kim also works with clients across the country from a wide variety of industries including financial institutions, manufacturing, non-profits, law, start-ups, and sports. Kim has trained thousands of people on a variety of DEI related topics including unconscious bias, micro-aggressions, and allyship. Kim has been recognized as a "DEI Champion" and one of the "Top 12

Business Women" by the National Diversity Council.

Kim is a graduate of George Washington Law School and Northwestern University. She is also a breast cancer survivor, a wife, and a mother of two amazing daughters.



Anita Roberson is the Director of Diversity, Equity, Inclusion and Justice at Gwynedd Mercy Academy High School. Anita joined Gwynedd in 2020 as part of Gwynedd's strategic plan, "She is the Future." In her role, Anita launched the school's first assessment of multiculturalism and inclusivity and developed a 16-point strategic plan which includes initiatives related to stakeholder cultural accountability reporting, equity audits, development of a parent speaker series, expansion of DEIJ affinity and alliance groups, stakeholder cultural competency training and the development of gender inclusive practices.

Before joining Gwynedd, Anita served as the Middle States Regional Program Manager for A Better Chance, a national non-profit that recruits academically talented students of color for independent school placement. She also founded and led a college preparatory elementary school for underrepresented students. Anita is a graduate of Cornell University's prestigious School of Industrial and Labor Relations.



Diversity Equity Inclusion

Meet Our Presenters



Michele Lewis Watts, Ph.D., has been exploring and working against the inherent disparities relative to equity and inclusion for over 25 years. She has supported work and created programs that move girls and women toward social and economic empowerment and piloted programs on behalf of low-income utility customers. The cumulative effect of these experiences, coupled with her passion for sports as a site for social change, led her to complete her doctoral research on the impact of gender stereotypes on the gender and athletic identities of middle school African American girl athletes. As an educator, Michele enjoys the challenge and satisfaction of creating an environment for respectful, engaging, thought provoking and potentially difficult exchanges

that lead to reflection and personal growth. She skillfully facilitates valued discussions on race, gender, intersectionality, biases, resources, and barriers that impede inclusion and equity. As an avid learner, Michele constantly looks for new knowledge to share. She is a DEAL 6 fellow of Wayne State, which provides tactical knowledge for improving racial equity and establishing co-liberation relationships. Michele's commitment to equity and inclusion is her driving force for delivering lasting and tangible solutions.



Sommer Woods is a consummate advocate for equity and inclusion. In her 20-year career, Sommer has conducted extensive data analysis and benchmarking studies to determine inclusive objectives. Her skill set also includes creating project specific procurement goals and complying with federally mandated procurement guidelines for minority and women-owned businesses. She has successfully advanced inclusion in other spaces such as implementing golf clinics for inner city youth for the PGA Tour; creating internships for students of color while working in various capacities including the Detroit Belle Isle Grand Prix and as an appointee to Mayor Dave Bing; and spearheading talent acquisition efforts to ensure diverse representation. Sommer understands the

power of community engagement, and intentionally approaches projects with the overarching premise to advocate for all stakeholders to be heard; to navigate complex relationships with various stakeholders; to ensure that volunteers and team members reflect their respective communities; to establish business and community advisory councils; and to increase economic investment resulting from the development of tactical partnerships. Sommer is results-oriented and is a catalyst for sustainable change.