

CULTURES CONNECTING, LLC



Cultures Connecting
Addressing Race Relations
in the 21st Century

VISION, MISSION & FOUNDATIONAL BELIEFS

Vision:

A world based on principles of equity and justice where all people recognize their roles as agents of change.

Mission:

To provide culturally relevant professional development and consulting services to individuals and organizations committed to excellence through equity and social justice. We design workshops that support both youth and adult participants by:

- Increasing Awareness of their values biases, beliefs, and stereotypes.
- Expanding Knowledge of diverse groups and their values, beliefs, communications styles, perspectives, and experiences of oppression.
- Developing Skills to work effectively across cultures by using their awareness of self and knowledge of others.
- Taking Action and Advocating in their workplace and community to create a culture of respect and promote justice.

Operating Principles:

We believe...

- Oppression is taught and can be unlearned.
- It is not our fault, but it is our responsibility.
- People learn best when they believe they have more to learn.
- Increasing awareness of oneself is a strategy for change.
- Listening is a form of action.
- Most people are well-intentioned, even while they are unaware of how they are hurting others. Impact and outcomes matter more than intention.
- Experiencing discomfort is important to learning.
- Hurt people hurt people.
- When we prioritize relationships over the agenda, we can better work together to achieve the agenda.
- The process is the first part of the product
- Hurting, shaming, and blaming are not effective tools for opening and changing minds.
- Building relationships across difference is not necessarily the same as confronting systems of oppression.
- Challenging racism and White privilege are everyone's work.
- Although People of Color may bring a personal understanding of racism, this does not mean they fully understand the dynamics of racism, power, and privilege. Although White people may have knowledge of institutional racism and privilege, this does not mean they understand personal experiences of racism.
- It takes sustained effort to change systems. We will not naturally evolve toward greater equity.
- There are no quick fixes or cookbook approaches.
- Change is possible. There is hope.

QUALIFICATIONS

Cultures Connecting

Cultures Connecting, LLC was founded in 2008, providing culturally relevant professional development, keynote addresses, consulting, and coaching services to organizations seeking to improve their staffs' ability to effectively work with diverse cultures. Workshops are facilitated with interactive activities, videos, role play, small and large group discussions, and content-based lecture as a way to engage participants in courageous conversations. The room is set up to create an atmosphere of learning. We meet participants where they are at in their understanding and guide them in their learning journey.

The more staff deepens their awareness of self and knowledge of others the better equipped they are to skillfully engage across cultures and lead their organization in establishing a culture of respect, improve services to customers, strengthen collaboration, increase equity, create an inclusive and welcoming environment, and dismantle institutional racism.

Owners, Caprice D. Hollins, Psy.D., and Ilsa M. Govan, M.A., have over 30 years combined experience researching race related topics, designing curriculum, and facilitating culturally relevant professional development workshops. Cultures Connecting is certified as a Woman and Minority Business Enterprise, Certification #M3F1020502.

CAPABILITIES

Consulting:

- Make recommendations to respond to difficult situations.
- Meet with leaders to examine and institutionalize strategic plans to infuse equity throughout the organization.
- Work one-on-one with staff to address workplace challenges.

Facilitation:

- Work with large or small groups in finding culturally responsive solutions to issues.
- Moderate panel presentations.
- Design workshops to fit the specific needs of your organization.

Keynotes

- Motivate and inspire participants to engage in courageous conversations about race.

Products:

- *Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race* by Hollins and Govan is a useful workbook for both experienced and new facilitators.
- *Activities for Facilitating Courageous Conversations Flash Drive* is a compilation of activities, power points and other resources facilitators can use to engage groups in conversations about race.
- *Hot Buttons* feature microaggressions such as "You're too Sensitive" & "I Only See What's on the Inside" to encourage discussion about impact versus intent. A great tool for trainers.
- *Annual Diversity Calendar* includes important holidays and links to more information.

WORKSHOP APPROACH AND UNDERSTANDING

Process Overview

Cultures Connecting's approach is to engage workshop participants in interactive activities and dialogue in a way that helps them to safely explore the dynamics of difference while at the same time challenges them to grow in their awareness of self and knowledge of others. Our goal is to move people along the continuum from color blindness to racial cognizance and eventually to action and advocacy. We believe that most people who perpetuate isms do so because of their lack of understanding rather than ill-intent. Our workshops focus on the goal of understanding and honoring diversity by exploring our socialization around differences.

We take participants through a deep exploration of race and racism, so they learn a model for how to effectively explore other areas of power, privilege, and oppression (i.e., gender, sexual orientation, class, religion, ability, language, age).

Successful inter-group dialogue focused on understanding and honoring differences begins with four pillars of social justice:

- 1) **Awareness Workshops** invite participants to examine their experiences with difference as it relates to their own values, attitudes, bias, beliefs, privileges, stereotypes, and other important areas associated with self-awareness.
- 2) **Knowledge Workshops** increase participants' understanding of diverse groups including group values, beliefs, communications styles, perspectives, and experiences of oppression as well as understanding the historic and current context of racism, power, and privilege.
- 3) **Skills Workshops** teach participants strategies for effectively engaging in conversations about race, particularly when cross-cultural tension exists.
- 4) **Action/Advocacy Workshops** help participants explore ways to take action in their workplace to dismantle institutional racism and promote and sustain a culture of respect, inclusivity and equity.

These four areas are based on the work of clinical psychologists Derald Wing Sue and David Sue and are influenced by advocate Judith Katz. We presuppose that social justice work is an ongoing and complex learning process that develops over time. There are no quick fixes or cookbook approaches to transforming our organizations, our communities, our country, and our world to one where equity, inclusion, and social justice are a part of our everyday practice.

ABOUT OUR TEAM



Caprice D. Hollins, Psy.D, Co-Founder

Dr. Caprice Hollins received her doctorate degree in clinical psychology with an emphasis in multicultural and community psychology in 1998 and became licensed in Washington State in 2000. She has over 14 years of experience teaching graduate courses, working with historically marginalized populations, researching, studying, and facilitating race related conversations. Her experience includes opening and directing the Department of Equity & Race Relations for Seattle Public Schools, developing and implementing district-wide and school-based trainings, while utilizing her background in psychology to assist district leaders and staff, institutionalize change to promote equity and social justice.



Ilsa Marie Govan, M.A., Co-Founder

Ilsa Govan has extensive experience as a facilitator, consultant, leadership coach, author, and community activist. She has helped countless organizations put their vision of greater equity into practice. Prior to Cultures Connecting, she worked as an Equity and Race Specialist for Seattle Public Schools where she developed strategies for addressing institutional bias in a large organization. Ilsa earned her bachelor's degree in Special Education from Western Washington University and her master's degree in Bicultural Human Development from Pacific Oaks College Northwest. She is deeply invested in examining how her own identity influences her interactions with others, particularly through the lens of privilege and oppression.



Richard D. Kim, M.Div.

Richard D. Kim brings over seven years of professional experience engaging a person-centered approach to engaging race, culture, and identity in various non-profit and education settings. Most recently, Richard worked as the Intercultural Credibility Coordinator/Consultant at The Seattle School of Theology & Psychology, where he also received his M.Div. Richard also holds a B.S. from the University of Minnesota. As a person born in the United States to parents who emigrated from South Korea, Richard brings an uncommon voice to the work of racial equity. Richard is a husband to Grace and together, expecting their second child. Richard is from Minnesota by way of Florida and has lived in the Seattle area since 2007.



Jerod Q. Grant

Jerod Q. Grant was born in Lubbock, Texas and raised in Everett, WA. Jerod has over 10 years of experience in higher education and worked as the Director of Diversity & Equity at Everett Community College for six years. He received his B.A. from Eastern Washington University and is currently pursuing his MSW at the University of Washington. Jerod has partnered with K-12, colleges/universities, nonprofit, government, and corporate organizations. He has facilitated workshops and discussions on topics of race, identity, equity, and toxic masculinity. He comes from a military family where both parents served in the Navy. Jerod also has two younger brothers Jerrel and Jarred.

Note: Additional information about the consultants including resume/vitae can be made available upon request.

PARTIAL CLIENT LIST

Public Sector and Nonprofit Clients Include:

The Arc of King County
Bastyr University
Bates Technical College
Bellevue College
Calvin College
Chicago Public Schools
Childcare Directors Associations of Greater Seattle
City of Lynnwood
City of Renton
City of San Antonio
City of Seattle
Clackamas County
Everett School District
Girl Scouts of Western Washington
Goodwill
Helsell Fetterman
Highline Community College
Japanese Presbyterian Church
King County
Mercy Housing
Michigan State University
Mockingbird Society
Mukilteo School District
Multnomah County
Ohio State University
Olympic College
Olympia School District
Oregon Building Officials Association
Pacific NW Association of Independent Schools
Penn Center for Educational Leadership
Pierce County Juvenile Court
Portland Parks & Recreation
Portland Police Bureau
Puget Sound ESD
Renton School District
Renton Technical College
Seattle Fire Department
Seattle Housing Authority
Seattle Pacific University
Seattle Public Schools
Seattle University
Senior Services
Sno-Isle Libraries
Soccer Across Washington

Solid Ground
Taproot Theatre
The Martinez Foundation
TriMet
United Way King County
University of Washington
Washington Education Association
Washington State Governor's Office
White Center Community Develop. Association

Keynote Addresses Include:

Best Conference
Black Child Development Institute
Children, Youth & Families at Risk
City of Hillsboro
City of Seattle, Early Learning Network
Eastern Washington University
Faculty and Staff of Color Conference
Highline Community College
Kitsap Association for Education of Youth
NW Public Employee Conference
Olympic College
University Diversity Conference
Shoreline Community College
University Baptist Church
Washington Education Association
Washington Minority Bar Association

Conference Presentations Include:

Association of Washington State Principals
Black Child Development Institute
Children Youth & Families Conference
IPMA-HR Annual Conference
Faculty & Staff of Color Conference
National Association for Multicultural Education (NAME)
Northwest Conference on Teaching for Social Justice
Northwest Public Employees Diversity Conference
Race & Pedagogy National Conference
Students of Color Conference
WA Minority Bar Association
White Privilege Conference
WA State Assoc. for Multicultural Education Conference
WA State Employment Law & HR Conference

Corporate Clients Include:

Amazon	Limeade
American Booksellers Association	LMN Architects
American Red Cross	Microsoft
Bank of the West	Miller Nash Graham & Dunn LLP
Carnation Farms	Moss Adams
Diversity Best Practices	Mud Bay
Dorsey & Whitney LLP	Mutual of Enumclaw
DNA Seattle	New Engen
EarthJustice	NHL
Facebook	Penguin Random House
Group Health	Premera
Helsell Fetterman LLP	PRR
Hewlett-Packard	Seattle Children's
Intel	SunTrust Bank
Kaiser Permanente	Schwabe Williamson & Wyatt
Keller Rohrback LLP	Swedish
Kidder Mathews	Unilever
King 5 News	Working Mother Media
	Zillow

Participants' Statements Include:

- *They created a safe environment in getting all of us to share very openly about things we would usually be too ashamed to say aloud.*
- *Similar workshops in other contexts I have had featured either cold, impersonal technical approaches or 'in your face' hostility towards those who were not racially sensitive. They brought a gracious honesty that by example of their own comfort with race and others invited us to be equally open about our struggles and consider what it might mean to grow.*
- *They gave me a voice, a language to begin to talk about race and racism.*
- *The group walked away feeling that cultural competence was something applicable to their work as professionals and were more confident in their ability to work effectively with diverse students across campus.*
- *This training was instrumental in pushing us to a higher level of cultural competence — it helped us better see where we are now (both individually and institutionally), and where we want to go. We got further as a group in one day of training that I could have imagined.*
- *I felt compelled to come onto Facebook (which I never come onto!) to find you and thank you for your expertise and wisdom on the subject of Cultural Competence. Your explanation of ethnocentricity, recognizing our inner biases, and how to start to change ourselves in the process of continuing allyship was so pertinent to the world we live in today with the Black Lives Matter movement; I am in awe of how blind I have been my whole life.*
- *You have taught me so much about White privilege and implicit bias. More importantly you have given me a calling to become active and engaged in the critical need around racial inequality in our country. You also taught me the importance of understanding my whiteness and how to engage in conversations with that in mind.*

PUBLICATIONS

Govan, I.M., "Exploring the Intersection of Ageism and Racism." *Talking about Race: Alleviating the Fear*. Eds. Steven Grineski, Julie Landsman & Robert Simmons III. Stylus Publication. (2013) 132-136.

Govan, I.M., Hollins, C.D. (2010) *Common Expressions of White Privilege and How to Counter Them*. Vol 1, No 1 WPC Journal.

Hollins, C.D., Govan, I.M. (2015) *Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race*. Rowman & Littlefield, Lanham, MD

Hollins, C.D. *Culturally Competent Leadership*. Dec 2013 Issue of AASA School Administrator.

Hollins, C.D., "Breaking the Cycle of Color Blindness in Higher Education." *Talking about Race: Alleviating the Fear*. Eds. Steven Grineski, Julie Landsman & Robert Simmons III. Stylus Publication. (2013) 43-48.

REFERENCES

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Great achievements are not born from a single vision but from the combination of many distinctive viewpoints. Diversity challenges assumptions, opens minds, and unlocks our potential to solve any problems we may face. -- Source Unknown