

PRIDE AWARDS 2019



IS THIS AMERICA?

DISMANTLING A CULTURE OF UNCONSCIOUS BIAS

2019 PRIDE AWARDS LUNCHEON

THE RITZ-CARLTON CHARLOTTE • THURSDAY, JANUARY 24, 2019

Doors Open at 11:15 am • Lunch and Program at 12:00 pm
Attire is Business Casual

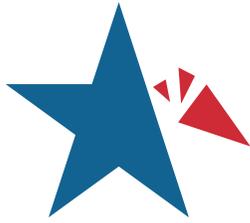
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WELCOME TO PRIDE AWARDS 2019!



ALL ABOARD!

Pride Awards 2019 is building steam in order to send a powerful punch to the Charlotte community. This year's luncheon agenda on unconscious bias will be a

profound wakeup call for corporate professionals, business owners and community leaders, educators and students, as well as the general public. **"Is This America?"** will be an initiative that deserves your full and utmost attention.

The impetus for this year's event springs forth from our City's efforts to overcome the drama surrounding its lack of upward mobility, as brought to our attention by the Harvard/Berkeley study of 2013. As most of us know by now, Charlotte ranked dead last with regard to economic mobility. Since then, we formed our own "Opportunity Task Force" to research the reasons behind this horrible branding exposed by the aforementioned study. In addition, a nonprofit was established to help rid us of this vicious and haunting reality. Groups have met around the city with a lot of conversation about what to do.

But, let's back up for a moment. The task force found, as stated in its executive summary report, Charlotte-Mecklenburg historically has been guilty of systemic segregation and discrimination in our communities and neighborhoods which has served to widen the opportunity gap for people of color. In a nutshell, we are segregated by wealth, poverty, race and ethnicity.

Furthermore, the report stated, and I quote, "The longer we permit our current systems, policies and institutions to remain unchanged and **IMPLICIT BIAS** to play a role, the more lasting these trends will become."

Please note: CHARLOTTE IS NOT ALONE! In fact, many communities in America face the same problems – just so happens they didn't show up last in the study. And if I may add, I believe it's not only America's problem, but as my personal travels have revealed, it's a world-wide epidemic.

So, what's the point? The point is we must first expose the root cause of our angst before we can even begin to think about real and effective solutions. This is why Pride Awards 2019 has chosen to use its platform to wake up Charlotte regarding unconscious or implicit

bias, primarily with regard to race. We're bringing in one of the nation's leading experts in this field to keynote – Dr. Eddie Moore, Jr. The event will be extremely thought-provoking and intense. Please come prepared. Ideally, we would like to have a very diverse audience present, as unconscious bias is not relegated to one race alone. It abides in us all. Ultimately, **"Is This America?"** is going to be about motivating behavioral change. We want

this year's luncheon to be a true catalyst for moving our community forward.

ARE YOU "WOKE?"

"THE LONGER WE PERMIT OUR CURRENT SYSTEMS, POLICIES AND INSTITUTIONS TO REMAIN UNCHANGED AND IMPLICIT BIAS TO PLAY A ROLE, THE MORE LASTING THESE TRENDS WILL BECOME."

Leading on Opportunity – Executive Summary

VISIT WWW.PRIDEAWARDS.NET

MEET OUR KEYNOTE



DR. EDDIE MOORE, JR.

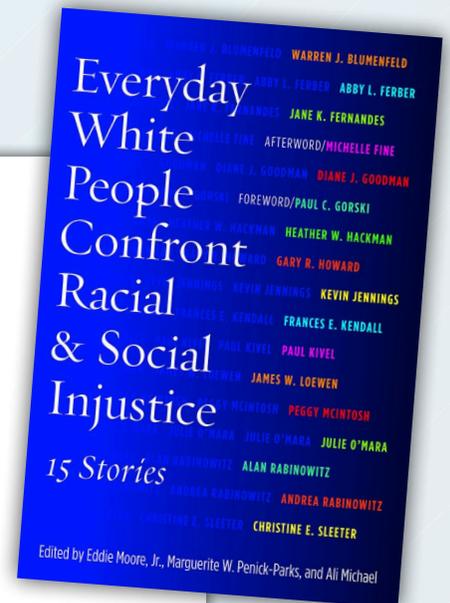
Dr. Eddie Moore, Jr. has pursued and achieved success in academia, business, diversity, leadership and community service. In 1996, he started America & MOORE, LLC to provide comprehensive diversity, privilege and leadership trainings/workshops. Dr. Moore is recognized as one of the nation's top motivational speakers/educators especially for his work with students K-16. Dr. Moore is the Founder/ Director for the White Privilege Conference (WPC). He is featured in the film "I'm not Racist...Am I?" Dr. Moore is co-editor of *Everyday White People Confront Racial and Social Injustice: 15 Stories* and *The Guide for White Women Who Teach Black Boys*.

"I'M EXTREMELY EXCITED TO HAVE DR. MOORE AS OUR KEYNOTE THIS YEAR. I'M CERTAIN HE WILL DISCUSS UNCONSCIOUS BIAS IN A WAY THAT WILL IGNITE A FIRE WHICH NOT ONLY WILL HAVE ATTENDEES REEVALUATE THEMSELVES, BUT ALSO HOW THEY PERCEIVE OTHERS."

Dee Dixon



AMERICA & MOORE
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CELEBRATING OUR FINALISTS

YOUNG BLACK LEADERSHIP ALLIANCE (YBLA)



The Young Black Leadership Alliance (YBLA) was first established in 2006 for young black men as YBM (Young Leadership Alliance). In 2015 the organization expanded to include young women and was officially renamed YBLA. The organization is designed to empower young black students to be future leaders through robust training in preparation for college, career, and life.

Its mission is to identify, educate and develop young black leaders to have a positive impact in their communities and beyond. To help each student reach their highest potential, young leaders are trained to mentor elementary, middle and high school students through leadership and service.

YBLA has two major programs, Ambassador and YLeaders. Each program is specifically designed to address the unique needs of today's young leaders. YBLA has five signature events that showcase its young leaders and provide developmental opportunities. Over the past 12 years, YBLA participants have impacted more than 13,000 young people around the world through conferences, workshops, service projects, and international mission trips.

ABOUT THE FOUNDER

John Martin is the CEO and Founder of Young Black Leadership Alliance (YBLA), a nonprofit organization focusing on leadership development, college preparation and career readiness for young people of color.

As a senior in high school, Martin was told by his guidance counselor that he "was not college material." Many years later, these words and a vision from God, inspired Martin to start YBLA and in 2006 the organization was born. Since that time, YBLA has gone on to impact thousands of young people.

In addition to his work as CEO and Founder of YBLA, Martin has served as a member of the Charlotte-Mecklenburg School African-American Males Task Force, the Male Leadership Academy Board, Central Piedmont Community College Minority Male Mentoring Advisory Board, Vance Academy of Engineering and the SAME Academy Board.

Martin's professional career has spanned more than 20 years in the telecommunications, information technology, and software development industries. He has served in a variety of leadership positions at Hewlett-Packard, Agilent Technologies and JDS Uniphase where he managed multi-million dollar cross-functional programs and projects. Martin has also taught advanced project management at the Keller Graduate School of Management.

He and his wife of 25 years, Tammy, are both second-degree black belts in Tae Kwon Do. Their daughter, Jalyne, also has a black belt in Tae Kwon Do.



JOHN MARTIN

CELEBRATING OUR FINALISTS

THE MALES PLACE, INC.



The Males Places, Inc. is North Carolina's leader in mentoring. The organization was established to provide male-centered, African centered and secular mentoring to young black boys between the ages of 12 to 18 in Charlotte NC.

For the past 25 years, The Males Places, Inc. has equipped thousands of young men with the life skills needed to reduce their risk of violence, drug abuse, food insecurity, and teen pregnancy.

Through its core pillars of mentorship, agriculture and social justice, the organization provides the life skills and training necessary for appropriate manhood.

The Males Places, Inc. strives to inspire African-American boys on the values of becoming not only future farmers and agriculturalists but entrepreneurs as well. The organization also uses practical strategies for self-sufficiency and sovereignty that will allow them to be full participants in Charlotte's food system.

Since 2009, The Males Places, Inc. has been the proud leader in the production and distribution of clean, fresh seasonal fruits and vegetables along with "The Beatties Ford Road Corridor."

Additionally, the organization boasts a rigorous cultural immersion travel schedule to help expand the hopes, dreams, and perspectives of its students. Previous cultural and educational trips include Selma, AL; Washington, DC; Charleston, SC and internationally to Ghana and Belgium.

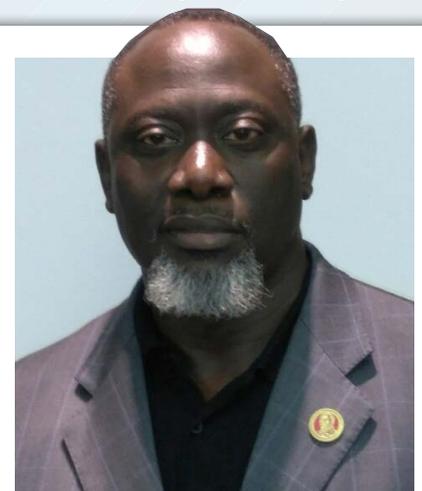
ABOUT THE FOUNDER

Baba Reggie Singleton, Founder & Executive Director of The Males Places, Inc. is a Public Health professional and a highly regarded subject matter expert on issues of: black male development, rites of passage, mentoring, fatherhood, community engagement, and agriculture.

Through his involvement with The Males Place Inc., Singleton has positively impacted and mentored thousands of young black men in the Charlotte area. He's a certified master gardener and utilizes farming to solve severe problems regarding food insecurity, employability, and self-sufficiency. Singleton is also the founder of The Rosa Parks Farmers Market and was a lead consultant with the Gang Alternative Program (GAP). Recently, he led an educational and cultural immersion trip to Ghana, with twenty-one young black males.

Singleton is a true servant leader and has served on numerous boards including Big Brothers & Sisters of Greater Charlotte, Historic West End Partnership, and 100 Black Men of Greater Charlotte. He's also received multiple awards for his service to the community.

He is a husband of 28 years and a father of three beautiful adult children. Singleton is a native of the Sea Islands of Charleston, South Carolina and a graduate of the University of South Carolina.



REGGIE SINGLETON

CELEBRATING OUR FINALISTS

RACE MATTERS OF JUVENILE JUSTICE (RMJJ)



Race Matters for Juvenile Justice (RMJJ) is a collaborative leadership group formed by the Juvenile Judges and Court Officials of North Carolina's 26th Judicial District. The group seeks to mitigate the impact of implicit bias and institutional racism on children and families of color in the justice system.

Founded in 2010, RMJJ brings together judicial officials, systems' experts, service providers, and community partners who strive to create a community where the composition and outcomes of juvenile courts cannot be predicted by race or ethnicity.

The organization hosts a regional conference that brings together hundreds of leaders from different institutions to discuss disparities across various systems including juvenile justice, child welfare, and education. These conferences equip attendees with tools and techniques to interrupt implicit biases within their agencies.

In addition to their regional conference, RMJJ also partners with a variety of community stakeholders to teach individuals about implicit bias and the history of racism in our country. The workshops provide attendees with a foundation for race analysis and prepare them to provide a culturally sensitive and competent workforce to eliminate decisions, policies, and procedures that lead to adverse outcomes for people of color. To date, over 3,500 individuals have attended the workshops, and that number continues to grow.



ABOUT THE FOUNDER

Elisa Chinn-Gary, Clerk of Court and Judge of Probate for Mecklenburg County, was elected to office in November 2014.

Since taking office, the Honorable Chinn-Gary has made great strides in improving workplace culture across divisions; qualitative work output across court divisions; active staff promotion, cross training, and salary incentives; collaborative partnerships for racial/implicit bias analysis for more equitable outcomes; and employee-company engagement with local charities.



ELISA CHINN-GARY

As a Co-Chair of Race Matters for Juvenile Justice (RMJJ), the Honorable Chinn-Gary is known as an institutional organizer and implicit bias lecturer, who is committed to building more equitable and just systems of governance.

She has received various awards for her work to improve justice systems for people of color; most notably she was honored as the 2014 Julius L. Chambers Diversity Champion by the Mecklenburg County Bar Association. Other honors include; NAACP History Maker (2015), the McCrorey YMCA's MLK Spirit Award (2017), and the Charlotte Mecklenburg NAACP Distinguished Service Award (2017).

Honorable Chinn-Gary is a graduate of Winston Salem State University and University of North Carolina (UNC) School of Law. She also holds a Master's in Social Work from UNC.

THANKS TO OUR SPONSORS

LOOK UPON UNCONSCIOUS BIAS AS FALLEN
LEAVES... ACCEPT, ANALYZE, UNDERSTAND,
REFLECT, SWEEP, COLLECT, THROW AWAY...

Anita Nahal

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Attire is Business Casual

Reserve tickets or tables at PrideAwards.net

Call 704-375-9553 for sponsorship information.

IT'S TIME TO WAKE UP!