



*Photo from our 2019 National Conference*

2021  
LEADERSHIP  
RETREAT

# RETREAT PROCEEDINGS



BLACK ALUMNI  
COLLECTIVE



**Dear Friends,**

Our 2021 Leadership Retreat, held from April 16 – 18, 2021, represents yet another milestone for the Black Alumni Collective and Black alumni leaders from across the country. In the following pages, please find our Retreat Proceedings, which serve as the compilation of materials, resources, and tools designed for the Retreat.

During our time convening with friends from universities from across America (and Great Britain!), together, we led honest and courageous conversations about leadership, philanthropy, student recruitment, community service, racial healing, and the sustainability of our Black alumni organizations.

Every single topic that we discussed was intentionally chosen because it sits in the system of higher education, and because each topic intersects with the Black Alumni Collective's ultimate priority and interest in supporting Black alumni and students.

Today, we know that working together, our efforts can deepen our collective impact and commitment to an **equitable and socially just landscape of higher education for Black alumni, students, administrators, and families.** As we build capacity in our Black alumni organizations collectively, they are growing in confidence to more boldly impact students and alumni – together.

Thank you for being part of the journey.

### **RETREAT CO-CHAIRS**

Gordon Fletcher, American University Black Alumni Alliance

Bruce Alexander, The Citadel African American Alumni Association

### **RETREAT COORDINATOR**

Allyson Reaves, Black Alumni Collective

# THANK YOU

THANK YOU TO ALL THE SPEAKERS, PANELISTS, AND PRESENTERS!

*We appreciate your expertise, insight, and time with us. We especially appreciate President Sylvia Burwell, Dr. Aaliyah Samuel, Dr. Charmaine Royal, Councilman Robert C. White, Judge Gerald Br Lee, Kenasha Paul, and Rev. Dr. Howard-John Wesley.....thank you!!!*

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A SPECIAL THANKS TO AMERICAN UNIVERSITY BLACK ALUMNI ALLIANCE & AMERICAN UNIVERSITY.

*We are so grateful that you supported this work as our host school. We are most appreciative!*

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THANKS TO ALL THE PLANNING COMMITTEE MEMBERS!

*You created this experience by dedicating much of the past year to planning a "virtual" family reunion and alumni experience. YOU ROCK!!!!*

MEMBERS OF THE PLANNING COMMITTEE

1. Ukachi Anonyuo, Rutgers African-American Alumni Alliance
2. Asantewa Boakywea, American University Black Alumni Alliance
3. Brea Govan, American University Black Alumni Alliance
4. Kyle Hires, Florida State University Black Alumni
5. Qui-Juan Jones, American University Black Alumni Alliance
6. NeKeshia Jones, University of Tennessee Black Alumni Council
7. Obinna Onyeali, University of Colorado Boulder Forever Buffs Black Alumni Association
8. Alvin Perkins, Citadel African American Alumni Association
9. Kathy Russell, American University Black Alumni Alliance
10. Jeremiah Sams, LSU A.P. Tureaud, Sr. Black Alumni Chapter
11. Kelli Stonework, Rutgers African-American Alumni Alliance

# 2021 LEADERSHIP RETREAT AGENDA

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FRIDAY, APRIL 16, 2021

Welcome and Agenda Overview

1:00 PM ET

**SESSION #1: PROMOTING LEADERSHIP**

Hosted by: American University Black Alumni Alliance

2:00 PM ET

**SESSION #2: SUPPORTING PHILANTHROPY**

Hosted by : University of Tennessee Black Alumni

3:30 PM ET

HAPPY HOUR SOCIAL SPACES

5:00 PM ET

# 2021 LEADERSHIP RETREAT AGENDA

## SATURDAY, APRIL 17, 2021

Welcome, Agenda Overview, and Recap of Day #1

10:30 AM ET

### **SESSION #3: ADVOCATE FOR INCLUSION**

Hosted by: Duke Black Alumni & The Center for Truth, Racial Healing, and Transformation at Duke University

11:00 AM ET

### **SESSION #4: ENCOURAGING STUDENT RECRUITMENT**

Hosted by: The Citadel African American Alumni Association (CA4)

12:30 PM ET

## BREAK

### **SESSION #5: CELEBRATING OUR UNIVERSITIES**

Hosted by: College of Charleston Black Alumni Council

3:30 PM ET

**SPECIAL SESSIONS:** Presidents' Roundtable; All staff (Alumni Relations, Advancement, and Diversity Professionals); Emerging Associations; Black Student Leaders, and Networking Space

5:00 PM ET

ALL ALUMNI GAME NIGHT

7:00 PM ET

# 2021 LEADERSHIP RETREAT AGENDA

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SUNDAY, APRIL 18, 2021

Agenda Overview / Recap of Day #2

11:00 AM ET

**SESSION #6: BROADEN COMMUNITY SERVICE**

Hosted by: American University Black Alumni Alliance & Black Alumni Collective

11:30 AM ET

Closing Remarks

1:00 PM ET

FELLOWSHIP AT ALFRED STREET BAPTIST CHURCH (ONLINE SERVICE)

2:00 PM ET

# DAY 1

# MEET YOUR RETREAT CO-CHAIRS



**Gordon Fletcher,**  
American University Black Alumni Alliance



**Bruce Alexander,**  
The Citadel African American Alumni Association



# Welcome and Opening

- **Gordon Fletcher, American University Black Alumni Alliance**
- **Bruce Alexander, The Citadel African American Alumni Association (CA4)**
- **Kathy Russell, American University Black Alumni Alliance**
- **Remarks from President Sylvia Burwell**



# Kathy Russell

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President,  
American  
University Black  
Alumni Alliance





# Special Remarks: Sylvia Burwell, President of American University

1.

## **Session 1: Promoting Leadership**

### ***Creating a Pipeline for Black Leaders***

**Hosted by: American University Black Alumni Alliance**

When Black people are present at the table, everyone wins! This session will help alliances and associations strategize ways to engage possible leaders within their general body, plan for the succession of current leaders, and create opportunities for Black leaders in volunteer positions throughout their colleges and universities.

**Presenter:** Kathy Russell, President, American University Black Alumni Alliance



*Photo from our 2020 National Conference*

## 2021 LEADERSHIP RETREAT

**Creating a Pipeline for Black Leaders**  
Hosted by the American University  
Black Alumni Alliance  
April 16, 2021 | 1:30 pm EDT



BLACK ALUMNI  
COLLECTIVE



BLACK  
ALUMNI ALLIANCE



# MEET THE PRESENTERS



**Bruce Alexander**  
*Past President*  
Citadel African-American  
Alumni Association



**Kendall Hall**  
*President*  
Rutgers African-American  
Alumni Alliance

## FACILITATED BY



**Kathy Russell**  
*Chair*  
American University Black  
Alumni Alliance



**Jonathan Mathis, Ph.D.**  
*President*  
American University Alumni  
Board

# SESSION AGENDA

- **Review Session Goals**
- **Creating a Seat at the Table for Emerging Associations with Bruce Alexander**
- **Our Blueprint for Building a Bridge to the Future with Kendall Hall**
- **Purpose, Connection & Support with Jonathan Mathis, Ph.D.**
- **Questions & Comments**
- **Break**



# SESSION GOALS



- Provide leaders of emerging associations with guidelines essential for establishing their internal organization
- Inspire established organizations with ideas that help bridge them to the future.
- Strategize ways to be intentional when engaging leaders within your organization's general body



# CITADEL AFRICAN-AMERICAN ALUMNI ASSOCIATION



**Bruce Alexander**  
*Past President*



# **Creating a Seat at the Table for Emerging Associations**

**Establishing your internal organization is essential for emerging associations:**

- **Establish your hierarchy, by-laws, mission, etc.**
- **Recruit interested and successful graduates.**
- **Get connected; build a database of members.**
- **Know the return on investment; meet or exceed the criteria for Alumni Board membership.**
- **Be prepared to stand alone with your mission.**



# RUTGERS AFRICAN-AMERICAN ALUMNI ALLIANCE



**Kendall Hall**  
*President*



## **Our Blueprint for Building a Bridge to the Future on a Road Less Travelled**

**Unlike most alumni groups/organizations affiliated with Rutgers University, Rutgers African-American Alumni Alliance (RAAA), Inc. is a 501(c)3 non-profit organization. It is an association primarily of African-American, Afro-Caribbean, Afro-Latinx, and African Alumni encompassing all of Rutgers University's undergraduate and graduate schools.**

# The Other Tools for the Journey

- **Let Perseverance Lead the Way/Fortitude Should Be Your Attitude**
  - “Either they don’t know, don’t show, or don’t care about what’s going on in the hood.”  
–Dough Boy (Boyz in the Hood)
- **Keep it Moving is a Thing**
  - Every step is the journey forward
- **Paying Attention Lifts Us All**
  - Give that which you did not get
- **For We Stand on the Shoulders of Giants**
  - Positioning and Reciprocity
- **The Secret Sauce: Humility**
  - Humble is the way

*“Never doubt that a small group of thoughtful, committed citizens can change the world, indeed, it’s the only thing that ever has.” –Margaret Mead*

# L.E.G.A.C.Y.

## #RAAAKeepersOfTheLegacy

**LIVE** it, not language it nor languish in it.

Do so **EAGERLY** and energetically.

Always giving with a **GLAD** and generous heart.

**ACCOUNTABLE**, affirming through our actions, for our actions are the very thing that tells our story.

**COMING** together, to create, to collaborate as community builders and not as critics.

**YIELDING** and yearning to fulfill our purpose, our God given purpose of being loving and in service of one another.

Determined, Committed, Persistent, Consistent, Resilient, Passionate, Loving, and Patient.

And this shall be called **L.E.G.A.C.Y.**

*This poem was written by as a tribute to Dr. Leonard Bethel for his forty plus years of service to our community. The poem was originally recited during the closing ceremony of Africana's 40th Anniversary and Retirement gathering for Dr. Leonard Bethel in March 2011.*



# AMERICAN UNIVERSITY ALUMNI BOARD



**Jonathan Mathis, Ph.D.**  
*President*

# Tenets of Servant Leadership

*The leader-first and the servant-first are two extreme types ... The difference manifests itself in the care taken by the servant-first to make sure that other people's highest priority needs are being served. The best test, and difficult to administer, is: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society? Will they benefit or at least not be further deprived?*

**—Robert Greenleaf**

# From Purpose to Passion

- **Celebrating the Expertise and Accomplishments of our Alumni Peers**
- **Engaging Expertise as Capacity-Building for Alumni Leadership**
- **Extending Expertise as a Means of Growth for Alumni Peers/Novice Professionals**



# Connection: Creating Spaces and Opportunity

- Alumni Board Engagement and Affinity Leadership
- Joint Planning Sessions/Retreats
- Intentional Pathways/Pipelines from Affinity Leadership to Alumni Board Engagement

# Support: Ensuring Growth and Intentional Succession Planning

- Clarifying Objectives and Documenting Efforts
- Engaging Recent Alumni and Current Students in Design and Program Execution
- Demystifying Leadership: Creating On-ramps for Leadership Succession



# QUESTIONS & COMMENTS

*Photo from American University*



# THANK YOU

Let's stay in touch! Connect with the session participants on LinkedIn!

Bruce Alexander

Kendall Hall

Jonathan Mathis, Ph.D.

Kathy Russell

*Photo from our 2020 National Conference*

A group of people at a party, toasting with drinks. The scene is dimly lit with string lights in the background. A woman in a black and white striped shirt is in the foreground, reaching out with a drink. Other people are visible in the background, some holding drinks and smiling. The word "BREAK" is overlaid in the center.

**BREAK**



# Special Remarks: Dr. Aaliyah Samuel

## 2.

### **Session 2: Supporting Philanthropy**

#### ***Addressing Racial Inequities During a Pandemic through Philanthropic Efforts***

**Hosted by: University of Tennessee Black Alumni**

With a goal to have a \$1,000,000 endowment by 2024, the University of Tennessee-Knoxville's Black Alumni Council's philanthropy committee used 2020 as an opportunity to foster current relationships within the university, while simultaneously strategizing on how to engage and re-engage UT's Black alumni base.

During this session, Jade and NeKeshia will discuss how they planned all of their giving efforts and Council programming around one goal. They will give insight on how alumni leaders can plan and advocate for their respective councils, while building better relationships between themselves and their respective institutions.

**Presenters:** NeKeshia Jones and Jade Newton, Board Members, University of Tennessee Black Alumni



*Photo from our 2019 National Conference*

# 2021 LEADERHIP RETREAT

## ***Addressing Racial Inequities Through Philanthropic Efforts***

April 16, 2021 | 3pm EDT





# Addressing Racial Inequities Through Philanthropic Efforts



BLACK ALUMNI COUNCIL

MEET YOUR  
PRESENTERS



**Jade Newton**

Philanthropy Committee Co-Chair



**NeKeshia Jones**

Philanthropy Committee Co-Chair

# Session Objectives



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE

BLACK ALUMNI COUNCIL

- **Black student college enrollment**
- **Black alumni college debt**
- **Black professional's impact**
- **UT's Black Alumni Council (BAC):**
  - **Council History**
- **Share Strategies For:**
  - **Addressing the gap between alumni & the institution**
  - **Increasing/Improving alumni engagement**
- **Breakout Session: Philanthropic Goals**

# Brief Data Overview: Current Reality for Black Students and Alumni Nationally

20-Year Average Tuition Growth Among National Universities, 2001-2021

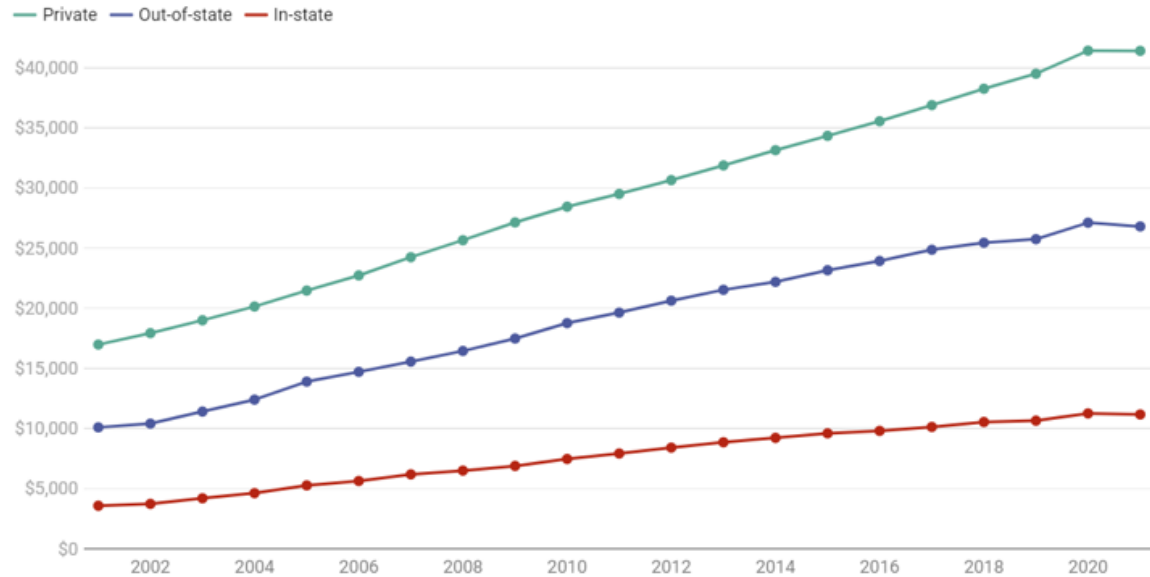


Chart: Ally Sorrells for U.S. News & World Report • [Getthedata](#) • Created with [Datawrapper](#)

Average Tuition Growth Among National Universities, 2001-2021

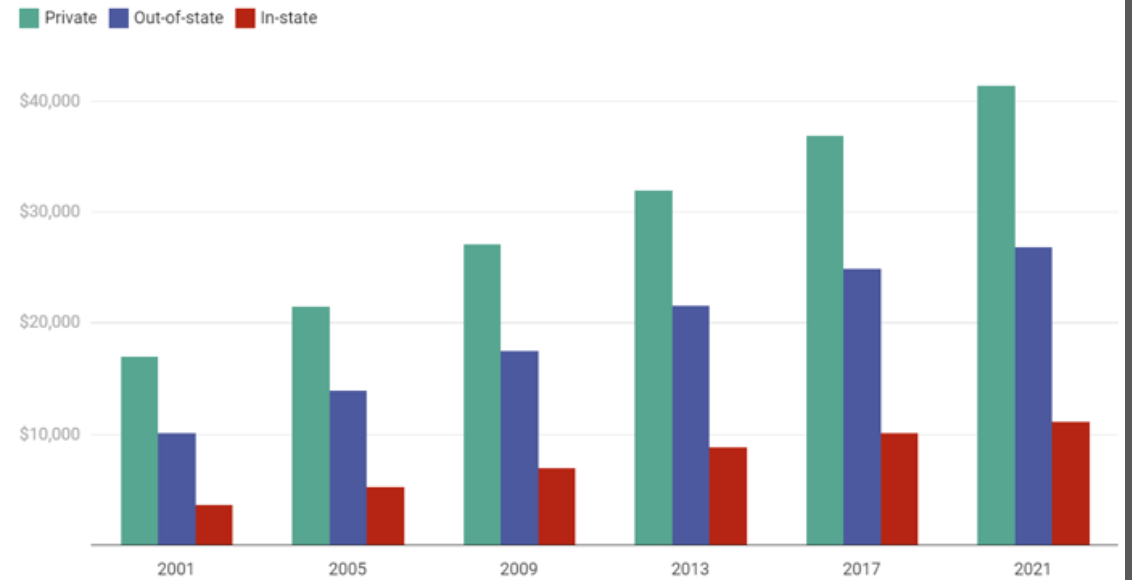
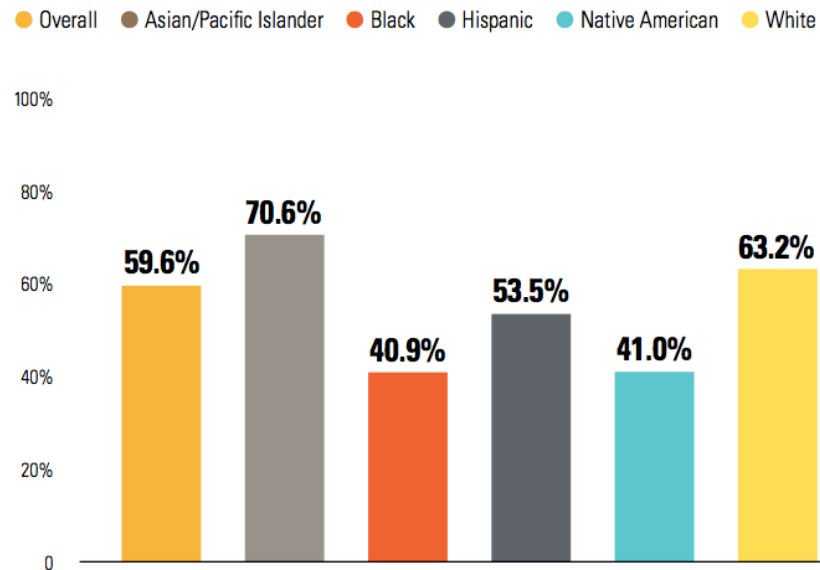


Chart: Ally Sorrells for U.S. News & World Report • [Getthedata](#) • Created with [Datawrapper](#)

# Black Student Enrollment & Retention

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**Figure 1:** Six Year Graduation Rates at Four Year Institutions (2014)



Source: U.S. Department of Education, National Center for Education Statistics, IPEDS, Fall 2008 starting cohort. Table 326.10

REPORT

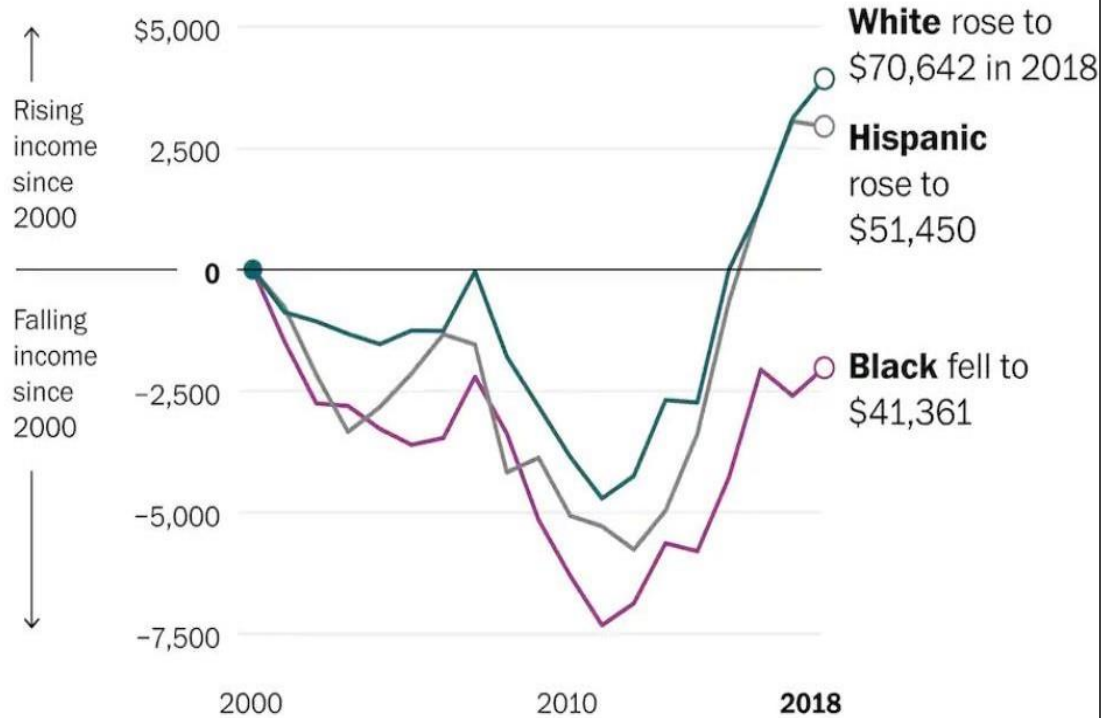
## Black-white disparity in student loan debt more than triples after graduation

Judith Scott-Clayton and Jing LI · Thursday, October 20, 2016

# Black Income and Professional Representation by the Numbers

## Black Americans still earn less than they did in 2000

Change in median income since the year 2000, adjusted for inflation



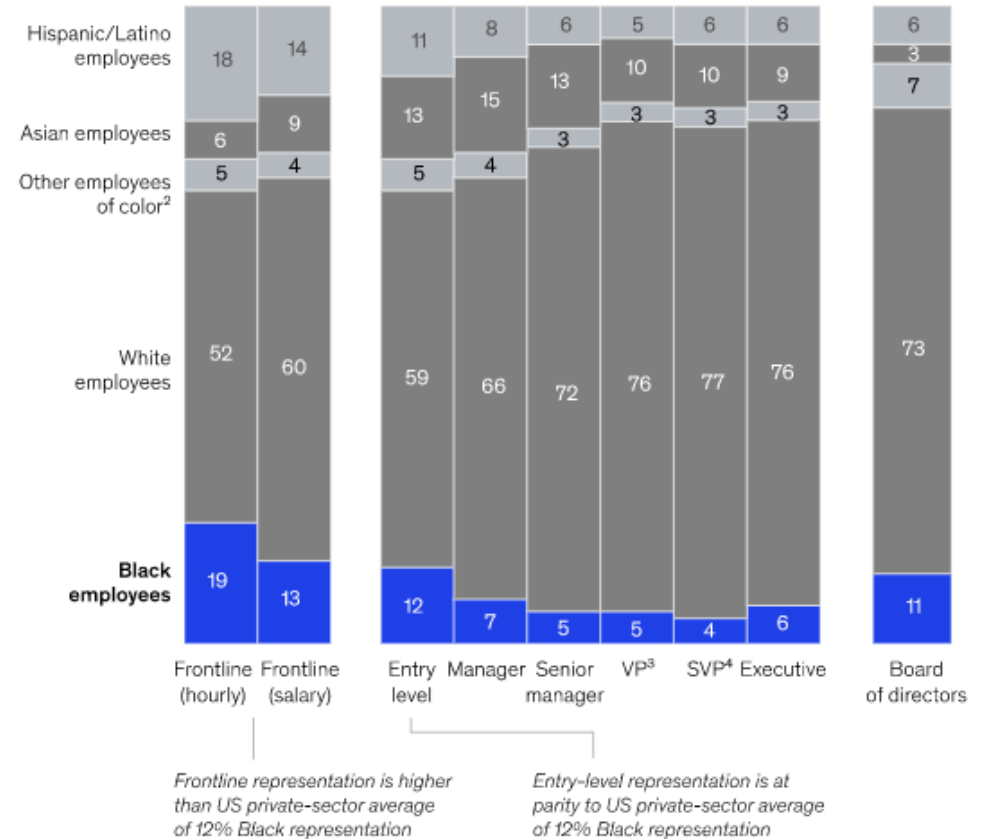
Note: Shown in constant 2018 dollars; methodology changed in 2013 and multiple values have been averaged within each year when available; the white category doesn't include those of Hispanic origin.

Source: Census Bureau

THE WASHINGTON POST

## Black employees in participating companies are overrepresented in frontline and entry-level jobs.

Representation by level, by race,<sup>1</sup> % of employees



<sup>1</sup>June 2020 snapshot, aggregated data across 23 companies. <sup>2</sup>Other employees of color include Native Hawaiian or Pacific Islander, Indigenous (eg, Aboriginal, First Nation, Native American), and people who identify as two or more races. <sup>3</sup>Vice president. <sup>4</sup>Senior vice president.

Source: Participating company data set; *Race in the Workplace* report, 2021; McKinsey analysis (more explanation of analysis methodology discussed in the Technical Appendix); average representation calculated as an unweighted average of representation by demographic group at participating companies

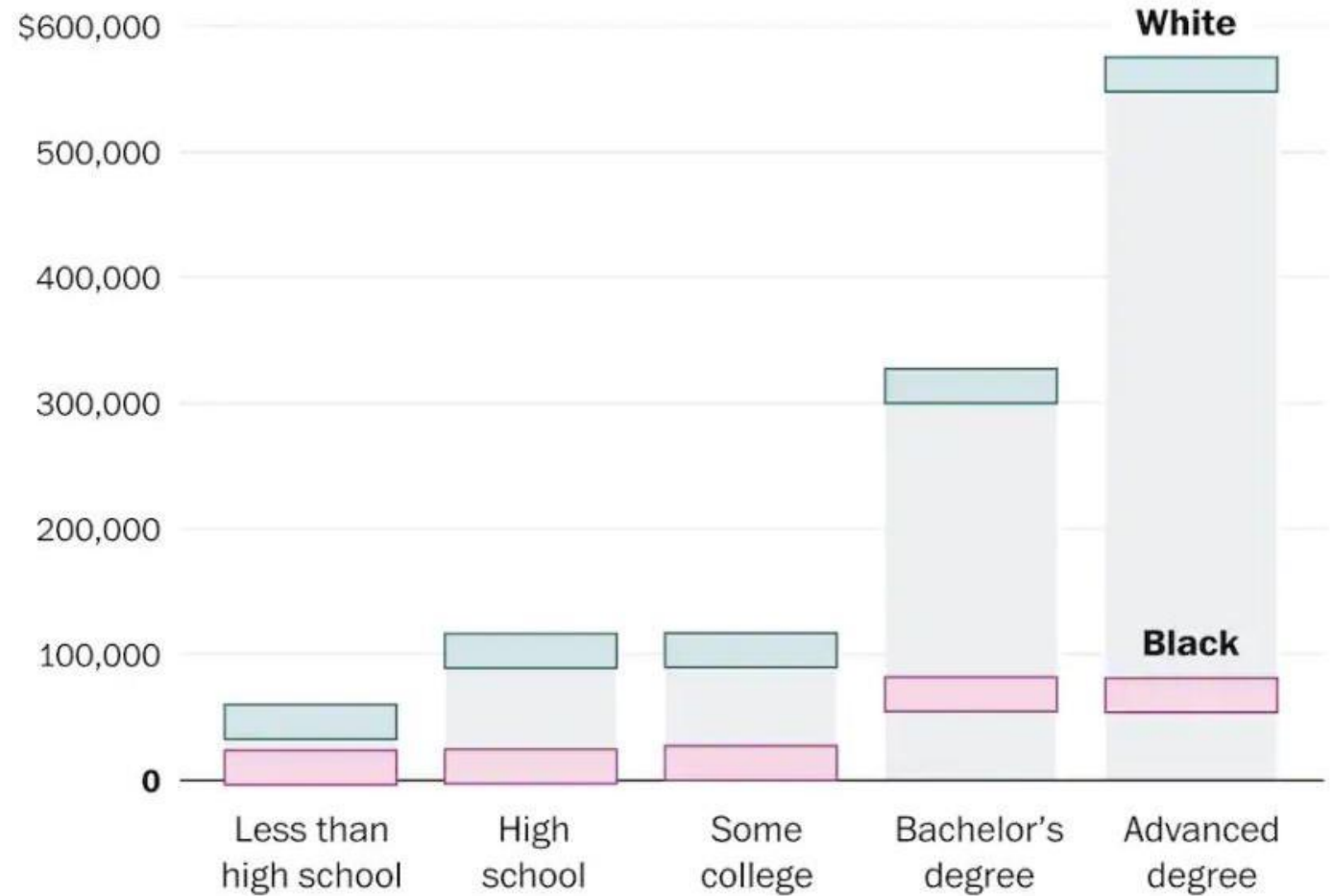
McKinsey & Company

# *Black Wealth Across Education Levels*

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## **At every education level, black wealth lags**

Median household wealth by race and education level, 2016



Source: Federal Reserve

# University of Tennessee's Black Alumni Council History



Photographed here (L-R): Lester McClain, Gene Mitchell Gray, Sammy Wynn, Condredge Holloway

**1965** University of Tennessee is integrated → **1970s** UT becomes the first school in the SEC to feature a Black QB

**September 1, 1984** UT Black alumni founded the Black Alumni Associates → **1985** Black Alumni Associates establish an endowment and scholarship fund

**2009** Black Alumni Associates becomes the Black Alumni Council → **2019** The council celebrates its 35<sup>th</sup> anniversary with an inaugural Orange Tie Gala → **2021** in partnership with the SGA, the Black Alumni Council launches a mentorship program pairing Black alumni with students

**Purpose:** The Black Alumni Council serves as a resource and support to Black alumni and the UT community. Members serve as mentors to students and work to maximize Black alumni participation in the life of the university through programming, service opportunities, and advisory roles.

# University of Tennessee-Knoxville: First Year Scholarship Data



*Photographed here: Some of UT's first Black students, some of the founding members of the Black Alumni Associates, and one of our scholarship recipients during the Black Alumni Council's 35<sup>th</sup> Anniversary Gala in 2019*

<p>1<sup>st</sup> year Black students (UT Pledge &amp; Promise Dollars)</p>	<ul style="list-style-type: none"> <li>❖ Average of around 520 awards/year</li> <li>❖ Around 48% of dollars awarded</li> </ul>
<p>1<sup>st</sup> year non-Black students (UT Pledge &amp; Promise Dollars)</p>	<ul style="list-style-type: none"> <li>❖ Average of around 1200 awards/year</li> </ul>
<p>Other UT scholarships (does not include federal grant funds)</p>	<ul style="list-style-type: none"> <li>❖ Black, 1<sup>st</sup> year recipients: around 260</li> <li>❖ Non-Black 1<sup>st</sup> year recipients: around 2640</li> </ul>

*Around 78% of UT Black students graduate with some debt; a dollar amount that is higher than the average debt for the entire student body, holistically.*



# HISTORICAL PHILANTHROPIC EFFORTS

- Alumni Scholarship Challenge
  - Institution-wide campaign
  - 2018 Goal: \$8,000 (surpassed)
  - 2019 Goal: \$8,000 (did not reach)
- Big Orange Give
  - Institution-wide goal of \$2.5m
  - \$35 for \$35 ask
- Black Philanthropy Month
  - August 2020
  - Goal: \$4,000
  - Raised: \$30,000+
- [Inaugural] Orange Tie Gala
  - Celebrate BAC's 35<sup>th</sup> Anniversary (2019)
  - Announced goal of \$1,000,000 endowment



*Photographed here: Members of the UT's Black Alumni Council during the 2018 VOLunteer Leadership Weekend's Big Orange Bash*

A pair of hands is shown holding a small, young plant seedling with several leaves. The hands are positioned over a dark, textured surface that appears to be soil or a growing medium. The lighting is soft, highlighting the texture of the hands and the delicate structure of the plant. The overall scene conveys a sense of care and nurturing.

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# Question & Answer (10 minutes)

## BREAKOUT SESSION DISCUSSION

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- Discuss your alumni council's mission and vision.
- Discuss the successes and challenges of your alumni group's philanthropic goals.
- Discuss "win" strategies.



NeKeshia Jones  
[nekeshia.jones@hotmail.com](mailto:nekeshia.jones@hotmail.com)

Jade Newton  
[jade.newton3@gmail.com](mailto:jade.newton3@gmail.com)

*Photo from our 2020 National Conference*

# HAPPY HOUR SOCIAL SPACES

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Join our mix of social spaces and fun networking!  
We'll have two sessions of 30 minutes to mix and mingle with Black alumni leaders from around the country. We'll kick off our Happy Hour Social Spaces with a curated list of songs, and we'll send the recipe for mocktails and cocktails ahead of the event.

Curators of the Social Spaces: Kyle Hires and Obinna Onyeali

A pair of hands is shown holding a small, delicate plant seedling with two leaves. The hands are positioned centrally, with the fingers gently supporting the base of the plant. The background is a soft-focus image of blueberries, creating a natural and fresh aesthetic. The overall lighting is soft and even, highlighting the textures of the skin and the plant.

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# MOCKTAIL AND COCKTAIL RECIPES FOR THE EVENING

# “AMERICAN” BLUE MARGARITA

## INGREDIENTS:

Optional- Salt for the rim (Kosher, Sea, or Pink Himalayan)

1 ½ ounces of Tequila

1 oz. Blue Curacao

1 oz. Lime juice (Juice of 1 Lime)

1 oz. Simple Syrup

Garnish- Lime Wedge, or an Orange slice and Maraschino Cherry

Ice

\*\*For Mocktail Option- Remove Tequila. Add 2 ounces of Lemonade or Limeade, as well as an additional

½ oz to each: Blue Curacao, Lime Juice, & Simple Syrup. Follow the SAME Directions & Enjoy\*\*

## DIRECTIONS:

- 1- Chill your glass of choice (I like to use a rocks glass/tumbler). Gather all ingredients
- 2- In a cocktail shaker or pint glass, pour in the Tequila, blue curacao, lime juice, & simple syrup. Stir or Shake all ingredients together \*\*You can also shake with ice if you have a cocktail shaker\*\*
- 3- Remove glass from freezer and line the rim w/ Lime Wedge. Salt the rim of the glass if you choose.
- 4- Add Ice to the glass and pour everything into the prepared glass.
- 5- Garnish w/ a lime wedge or an orange slice and cherry.
- 6- Enjoy

A pair of hands, one light-skinned and one dark-skinned, are gently holding a small, young plant seedling with three leaves. The background is a soft, out-of-focus grey. A thin horizontal line is positioned above the text.

# WRAP UP



# DAY 2



*Photo from our 2020 National Conference*

# Recap and Agenda Review

- **Bruce Alexander, Day 1 Recap**
- **Gordon Fletcher, Agenda Review and Intro of AU Keynote Speaker**
- **Robert White, AU Keynote Speaker**
- **Judge Bruce Lee, AU Keynote Speaker**



AU Alumni  
Keynote:  
Councilman  
Robert White



AU Alumni  
Keynote:  
Judge Bruce Lee

# 3.

## Session #3: Advocate for Inclusion

### *Truth, Racial Healing & Transformation and the Spaces that Black Alumni Occupy*

**Hosted by: Duke Black Alumni & The Center for Truth, Racial Healing, and Transformation at Duke University**

In this session, Dr. Charmaine Royal, who is the Director of the Duke TRHT Center, will share guidance and insight around the following objectives, which are key in advancing Black alumni leadership both on campus and beyond.

1. Uncover, produce, and share accurate and complete narratives about race and racism.
2. Cultivate relationships that celebrate our common humanity, embrace our diversity, and expand the circles of individuals willing to work towards transformation.
3. Foster lasting change wherein every life has equal value and the consequences of a false belief in a racial hierarchy no longer shape our individual and collective experiences or outcomes.

**Presenter:** Dr. Charmaine Royal, Director of the Center for Truth, Racial Healing, and Transformation at Duke University

# The TRHT Movement

*A Holistic Approach  
to Dismantling Racism*

Charmaine DM Royal  
African & African American Studies, Biology, Global Health,  
and Family Medicine & Community Health  
Duke University

April 17, 2021



# TRHT Movement





116TH CONGRESS  
2D SESSION

# H. CON. RES. 100

Urging the establishment of a United States Commission on Truth, Racial  
Healing, and Transformation.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 4, 2020

Ms. LEE of California (for herself, Ms. NORTON, Ms. MOORE, Mr. HASTINGS, Mr. ESPAILLAT, Ms. CLARKE of New York, Mr. BROWN of Maryland, Ms. TLAIB, Ms. BASS, Mr. GARCÍA of Illinois, Mr. MCGOVERN, Ms. OMAR, Ms. FUDGE, Ms. JAYAPAL, Ms. BARRAGÁN, Mr. THOMPSON of Mississippi, Ms. BLUNT ROCHESTER, Ms. MENG, Mr. BLUMENAUER, Mrs. HAYES, Mr. TRONE, Mr. KHANNA, Mr. LOWENTHAL, Mrs. CAROLYN B. MALONEY of New York, Ms. SÁNCHEZ, Mr. CONNOLLY, Ms. HAALAND, Mrs. WATSON COLEMAN, Mr. LEWIS, Mr. SCOTT of Virginia, Ms. JACKSON LEE, Ms. CLARK of Massachusetts, Mr. DESAULNIER, Ms. SEWELL of Alabama, Mr. BISHOP of Georgia, Ms. PRESSLEY, Mr. RASKIN, Mr. SARBANES, Ms. OCASIO-CORTEZ, Mr. MEEKS, Mr. PAYNE, Mr. RUSH, Mr. COX of California, Ms. PINGREE, Mr. MCNERNEY, Mr. COHEN, Mr. SMITH of Washington, Mrs. BEATTY, Mr. CARSON of Indiana, Mr. HORSFORD, Mr. CASTEN of Illinois, Ms. SCHAKOWSKY, Mr.

# The US TRHT Movement

The purpose of the US TRHT movement is to properly acknowledge and memorialize the comprehensive effects of centuries of adherence to a racism ideology and to be a catalyst for progress toward jettisoning the belief in a hierarchy of human value, embracing our common humanity, and permanently eliminating persistent racial inequities.

The TRHT Movement is enabling the creation of a collective vision for a future and a present without racism.

*<https://www.ustrht.org/trht-mission>*

# TRHT Framework

## Narrative Change

Entertainment Industry

Journalism & News Media

Digital Media

Publishing

School Curricula

Cultural Institutions

Monuments, Parks

## Racial Healing and Relationship Building

### Separation

*Segregation, Colonization  
& Concentrated Poverty*

Housing

Health

Arts & Culture

Immigration & Migration

Education & Development

### Law

*Civil, Criminal & Public Policies*

Law Enforcement

Safety

Criminal Justice

Juvenile Justice

Civil Justice

Mass Incarceration

Immigration & Migration

Education & Development

### Economy

*Structured Inequality  
& Barriers to Opportunity*

Employment

Labor

Workforce

Wealth

Immigration & Migration

Education & Development

# Rx Racial Healing™ Principles

1. The global human family is interconnected as we all are the descendants of a shared human ancestry.
2. The antiquated, destructive, mythical belief in a racial hierarchy is an obstacle to the continued advancement of humanity. This belief is to be replaced with an understanding of the truth about our interconnected and equal human essence.
3. Our primary innate human imperative is to be connected loved and nurtured. People need to feel safe and to perceive that they are valued and not threatened by their fellow human beings.
4. A societal belief is an idea or thought that is pervasive and repeated often enough to harden into automatic behaviors which create structures and systems to embody the foundational belief.
5. Racial hierarchy is a persistent societal belief that has caused immeasurable harm and human suffering. The belief must be dismantled.
6. Our human brains have evolved to best retain, communicate and understand stories and narratives. We can influence and shape core beliefs and perceptions when we engage in sharing our diverse stories of agency and resilience.
7. We choose to co-create and to model the desired state in which all are valued equally when we experience co-facilitated, compassionate Rx Racial Healing™ Circles.

# Rx Racial Healing™ Circles

## **Rx Racial Healing™ Circles are:**

- Spaces that center agency and embrace each other's common humanity through shared stories
- The practice of empathy through perspective-taking, deep listening, and story sharing
- An invitation to engage the heart space, to be vulnerable, and express truth

## **Rx Racial Healing™ Circles are NOT:**

- A conversation or dialogue about race, which can reinforce the myth of racial hierarchies
- Diversity, equity, and inclusion work, which can be implemented without ever addressing issues of race or the root causes of racism
- Anti-racism work: the subject of anti-racism work is racism; the subject of racial healing work is healing
- A community forum on racial equity

# TRHT Framework

## Narrative Change

Entertainment Industry

Journalism & News Media

Digital Media

Publishing

School Curricula

Cultural Institutions

Monuments, Parks

## Racial Healing and Relationship Building

### Separation

*Segregation, Colonization  
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Housing

Health

Arts & Culture

Immigration & Migration

Education & Development

### Law

*Civil, Criminal & Public Policies*

Law Enforcement

Safety

Criminal Justice

Juvenile Justice

Civil Justice

Mass Incarceration

Immigration & Migration

Education & Development

### Economy

*Structured Inequality  
& Barriers to Opportunity*

Employment

Labor

Workforce

Wealth

Immigration & Migration

Education & Development

# The TRHT Communities

1. First Alaskans Institute

*State of Alaska*

2. Council of Michigan Foundations

*Battle Creek, Flint, Kalamazoo, and Lansing, MI*

3. Foundation for Louisiana

*Baton Rouge and New Orleans, LA*

4. Community Foundation for Greater Buffalo

*Buffalo, NY*

5. Woods Fund of Chicago/The Chicago Community Trust

*Greater Chicago, IL*

6. Communities Foundation of Texas

*Dallas, TX*

7. Southern California Grantmakers

*Los Angeles, CA*

8. Initiatives of Change

*Richmond, VA*

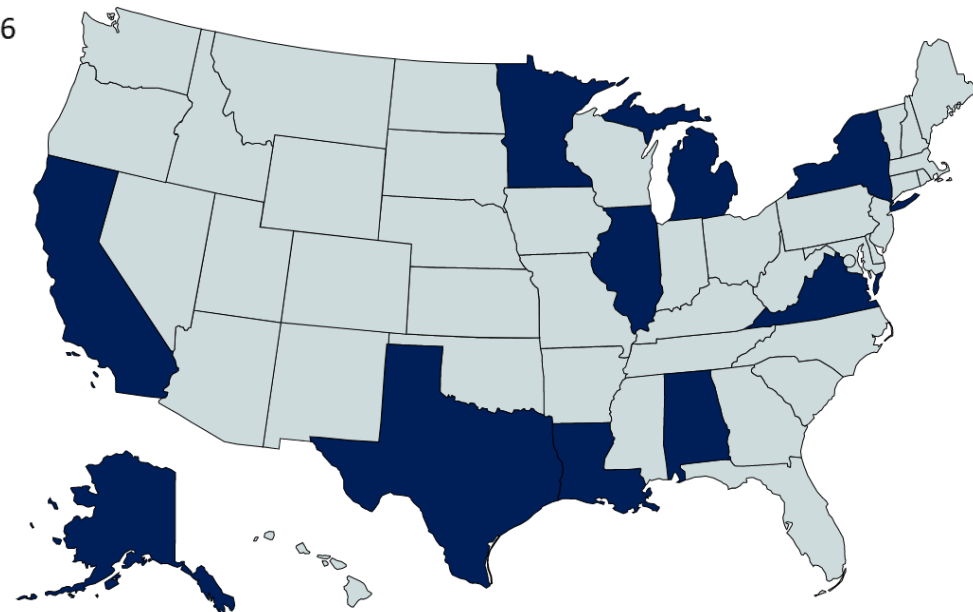
9. Black Belt Community Foundation

*Selma, AL*

10. Saint Paul Foundation

*Saint Paul, MN*

56



# The TRHT Campus Centers

1. Adelphi University (NY)
2. Agnes Scott College (GA)
3. Andrews University (MI)
4. Austin Community College\* (TX)
5. Big Sandy Community and Technical College (KY)
6. Brown University\* (RI)
7. Dominican University (IL)
8. Duke University\* (NC)
9. George Mason University (VA)
10. Hamline University\* (MN)
11. Jacksonville State University (AL)
12. Marywood University (PA)
13. Millsaps College\* (MS)
14. Oklahoma State University (OK)
15. Otterbein University (OH)
16. Rutgers University—Newark\* (NJ)
17. Southern Illinois University—Edwardsville (IL)
18. Spelman College\* (GA)
19. The Citadel, The Military College of South Carolina\* (SC)
20. University of Arkansas—Fayetteville (AR)
21. University of California, Irvine (CA)
22. University of Hawai'i at Mānoa\* (HI)
23. University of Maryland Baltimore County\* (MD)
24. The Charlotte Racial Justice Consortium [University of North Carolina Charlotte, Johnson C. Smith University, Queens University of Charlotte, Central Piedmont Community College, and Johnson and Wales University of Charlotte] (NC)
25. University of Cincinnati (OH)

\* First ten TRHT Campus Centers



## Vision

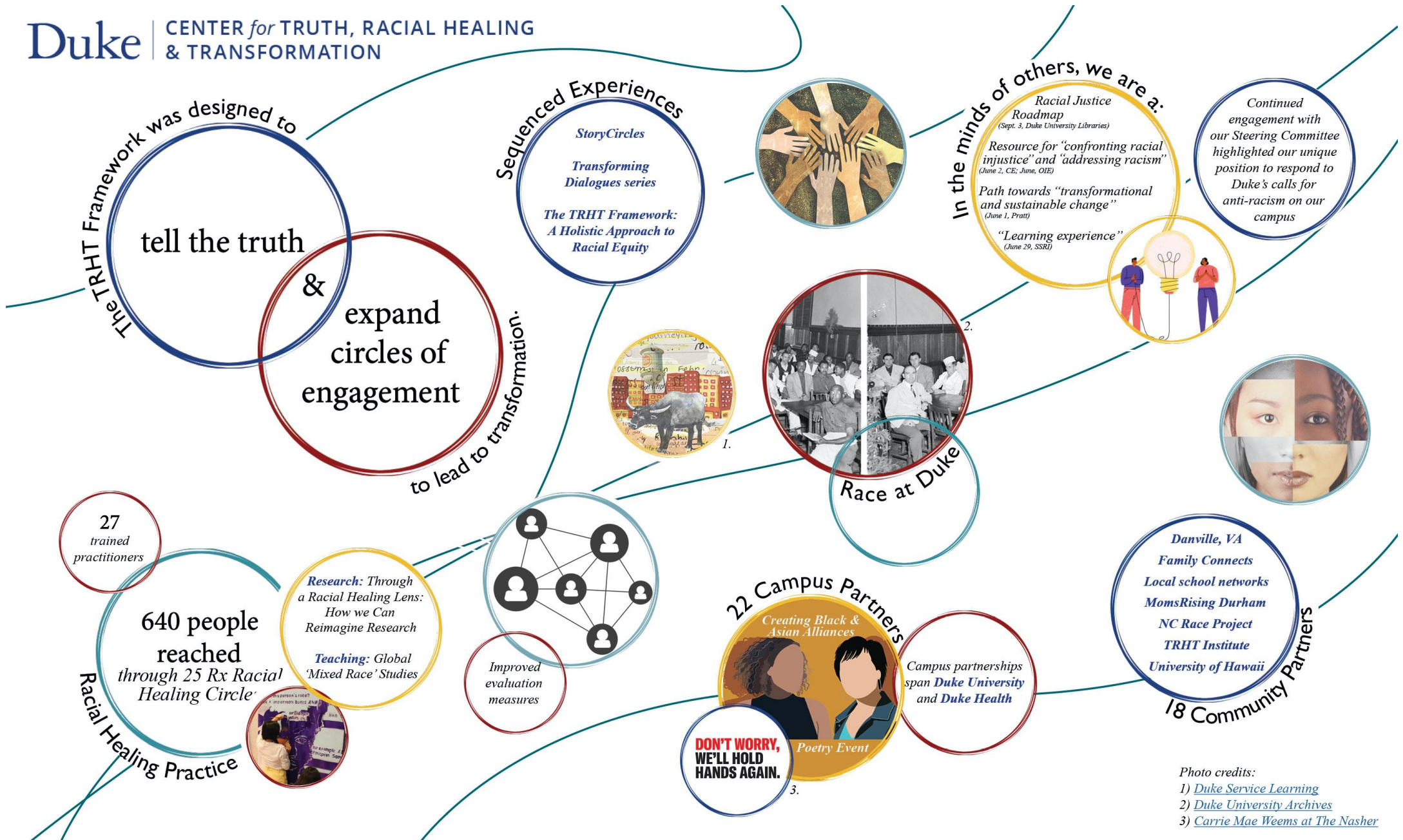
A world without racism: where empathy, equity, and unity prosper; human variation is valued and seen as an asset essential to the progress and flourishing of the human family; and the life outcomes of all are radically improved.

## Mission

To dismantle deeply rooted beliefs in racial hierarchies and disrupt persistent structures and impacts of racism at Duke, in Durham, and beyond.

## Goals

1. Uncover, produce, and share accurate and complete narratives about race and racism.
2. Cultivate relationships that celebrate our common humanity, embrace our diversity, and expand the circles of individuals willing to work towards transformation.
3. Foster systemic change wherein every life has equal value and the consequences of a false belief in a racial hierarchy no longer shape our individual and collective experiences or outcomes.



Implications for Black alumni leaders...

# 4.

## **Session #4: Encourage Student Recruitment**

*The Three R's - Student Recruitment, Retention, and Reenlistment*

**Hosted by: The Citadel African American Alumni Association (CA4)**

*Join CA4 in this conversation around strengthening and enhancing student recruitment and retention. As Black alumni leaders, we must inspire high schoolers to achieve greatness in higher education, beginning with our alma maters. Student retention requires a formal, cooperative, team effort with the Office of Admissions (Team approach; Partnership between the Black Alumni Association and the college/university). Neither can do it alone. This session will provide an overview of the R's: Student Recruitment, Retention and Reenlistment. Thanks for joining!*

**Presenters:** Bruce Alexander (Immediate Past President) and Alvin Perkins (Board Members), CA4



# 2021 LEADERSHIP RETREAT

## Student Recruitment, Retention and Reenlistment – The 3 Rs

Bruce Alexander and Alvin Perkins  
April 17, 2021



# Student Recruitment, Retention and Reenlistment – The 3 Rs

## MEET YOUR PRESENTERS



Bruce Alexander | Alvin Perkins  
Class of 1982 | Class of 1979  
Past CA4 President | CA4 Director of Recruiting & Membership  
CA4 Board Advisor  
The Citadel African American Alumni Association (CA4)



**BLACK**  
ALUMNI ALLIANCE

# AGENDA

- ❑ Background on The Citadel African American Alumni Association (CA4) Student Recruitment Program
- ❑ Keys to Successful Student Recruitment
- ❑ How to Retain Students
- ❑ How to Reenlist Students as Active, Engaged Alumni (Pay it Forward)





# Keys to Successful Student Recruitment

## Awareness:

- As alumni, you need to make high schoolers aware of your alma mater and the opportunities.
- Summer programs at your alma mater are great! Black alumni need to talk about these programs to high schoolers.
- High school juniors need to be aware of your college. Middle schoolers need to understand that all their grades are being looked at every year in high school.
- College literature and visual video messaging are important.
- African American Alumni presence is important for awareness.
- Current students are your best recruiters...select wisely.
- Location, location, location!



# How to Retain Students

- Requires a formal, cooperative, team effort with the Office of Admissions (Team approach | Partnership between the Black Alumni Association and the college | university). Neither can do it alone.
- Retention begins upon acceptance.
- There needs to be a phased, proactive plan to engage with the student's family.
  - Personal letter to the student and the family.
  - Follow-up phone call, if appropriate.
  - Office of Admissions must provide contact information for the student and family (spreadsheet includes student name, email address, address, city, state, major, cellphone number and parents' name and cellphone number).
  - Assign incoming student and family a volunteer mentor (formal mentoring program which includes database of mentors. Additionally, requires a quality mentor recruitment program.)
  - You recruit the student, you retain the parents.



# How to Reenlist Students as Active, Engaged Alumni

- Mentoring Program is most important.
- Mentors are not created equal. Provide written guidelines.
- You make good alumni while they are undergraduates. Pay it forward.
- Mentors ensure the students are associated with the right organizations and right fellowships. Peer pressure is important.
- Mentors will encourage students to come back and be a part of the college after graduation.
- Stay connected with the parents. They will give you signs that students are thinking about leaving school. PWIs have unique challenges.
- Focus for Mentors:
  - Frosh – return to school
  - Sophomores – Academics | Internships and Fellowship opportunities
  - Juniors – Focus on the right academic involvement | correct curriculum | right hours | on track to graduate on time
  - Seniors – talk to them about the alumni associations | professional life after graduation networking



# Questions

Thank you!

Bruce Alexander  
bca516@msn.com

Alvin Perkins  
perkinsa@earthlink.net



*Photo from our 2020 National Conference*



**BLACK**  
ALUMNI ALLIANCE

# 5.

## Session #5: Celebrate our Universities

### *Working effectively with University Administration: It's More Than Homecoming!*

Hosted by: [College of Charleston Black Alumni Council](#)

There are so many mission-critical ways to support and complement the work of university offices. This session will take a deep dive into the ways Black alumni can best support the goals of our beloved alma maters. This session will explore the following from the two perspectives of staff and Black alumni leaders:

1. How do we as Black Alumni leaders and decision makers, strengthen our connection to Alumni Relations offices?
2. How do we advocate and promote data collection from Black alumni and students so that information about our alumni remains relevant and accurate?
3. With fundraising initiatives related to Black Alumni, how do we enhance our interaction with Advancement offices for the best philanthropic outcomes?

Join a panel of Black alumni leaders and staff as we have a rich conversation to lift this work with the support and collaboration of the universities we love.

#### **Panelists:**

Brandon Bowden, Associate Vice President for Student Affairs at Florida State University

Kyle Hires (Florida State University Black Alumni)

**Presenters:** Neysa Williams (Black Alumni Council President) and Ann Pryor (Vice President, Alumni Affairs), College of Charleston



2021  
LEADERSHIP  
RETREAT

**Session 5:  
Celebrating Our Universities**  
**April 17, 2021 | 3:30 pm**



# MEET YOUR HOSTS



Neysa Williams '95  
Black Alumni Council President

Ann Pryor '83  
Vice President, Alumni Affairs



COLLEGE *of*  
CHARLESTON

# MEET YOUR PRESENTERS



Sanders Adu '94  
Duke Black Alumni Co-Chair

David Lindquist '86, '91  
Assistant Vice President,  
Alumni Association





# MEET YOUR PRESENTERS



Kyle Hires '03  
Florida State University Black  
Alumni

Brandon Bowden '02, '06, '14  
Associate Vice President  
Student Affairs



# MEET YOUR PRESENTERS



LeNá P. McDonald '07, '09, '20  
Director of Internal Relations

James King '89  
Associate Dean for  
Diversity, Equity and Inclusion



# Discussion Questions

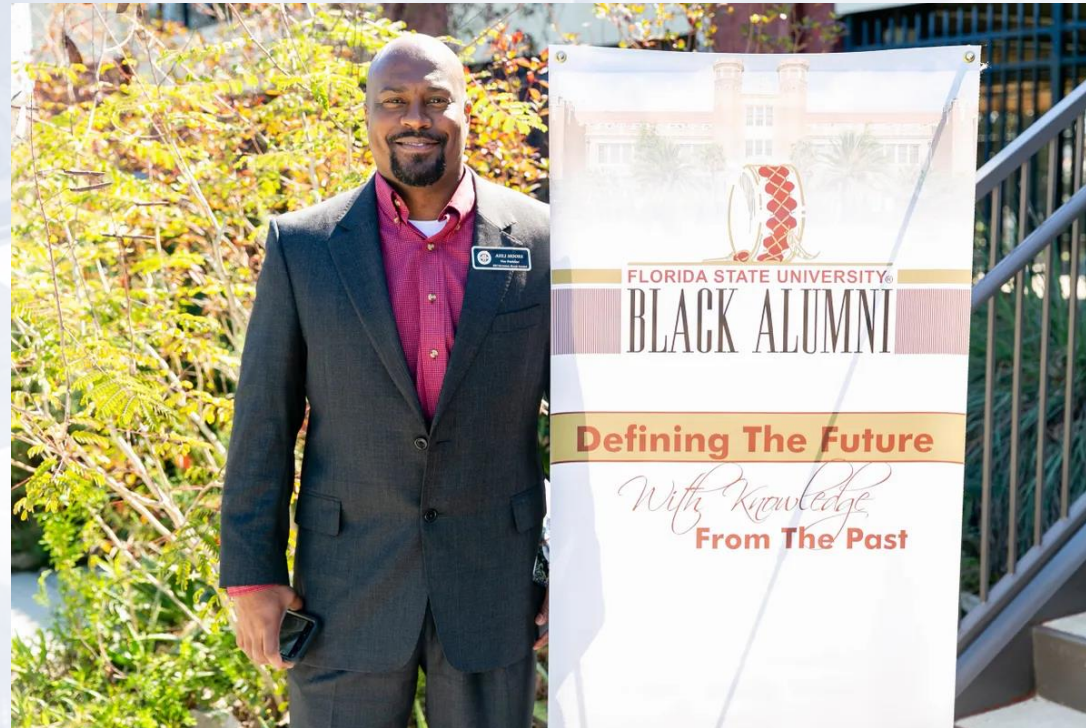
**What is the structure of your organization and what is your relationship to the Alumni Association and university?**



*Photo from our 2020 National Conference*

# Discussion Questions

**How do we strengthen our connections to Alumni Relations offices?**



# Discussion Questions

**How do we enhance interaction with Advancement Offices for the best philanthropic outcomes?**



# Discussion Questions

**How do we ensure Black Alumni organizations have a seat at the table in university decisions?**



# Discussion Questions

**What resources/tasks can university administration assist with (staff, budget, communications, promotions)?**



# Questions & Answers







THANK YOU!

*Photo from our 2020 National Conference*

A pair of hands, one light-skinned and one dark-skinned, are shown holding a small, delicate plant seedling with three leaves. The background is a soft, out-of-focus grey. The text 'SPECIAL SESSIONS' is centered over the image, with a thin horizontal line above it.

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# SPECIAL SESSIONS

# 1.

## **Presidents' Roundtable (Private Session, and limited to two leaders from each Black alumni association/group/council)**

Join a closed session for Presidents, Vice-Presidents, Chairs, Vice-Chairs, and leaders of Black alumni groups. This session invites the top two decision makers in a Black alumni group to meet with peers from around the country. Discussions will be very interactive and will focus on some key questions like the following:

1. What is the most important role that a leader has in his/her Black alumni association?
2. How do we balance the dynamics of a Black alumni group with the requirements of university administration?
3. What is the true value of philanthropy as a priority?
4. How do we motivate Black Alumni to return to their Alma mater and become an active part of their respective associations?

**Presenters:** Bradley White (Past President of American University Black Alumni Alliance) and Bruce Alexander (Immediate Past President of The Citadel African American Alumni Association)

## 2.

### **Emerging Associations: Best Practices for Your Growing Black Alumni Base**

No matter the phase of Black alumni efforts, we know that our work is so meaningful in engaging both Black alumni and students in the university experience while on campus and after graduation. Black alumni groups organize their work in many ways: reunions, formal associations, regional social groups, councils, committees, and national chapters. In many cases, our work is led by only a handful of dedicated volunteers! In this session, we'll feature Black alumni leaders from formal associations to walk through the journey of how they formalized their work over time. We'll discuss areas like the following:

1. Why organize a Black Alumni Association? What is your purpose?
2. Do you know your college or university's Black History?
3. What are the areas (stages) most important in your evolution as a Black Alumni Association?

#### **Panelists:**

Walker Sands, American University Pride Alumni Alliance

Nicole Moliere, A.P. Tureaud, Sr. Black Alumni Chapter at LSU

Alvin Perkins, The Citadel African American Alumni Association (CA4)

Trae Ransome, Florida State University Black Alumni

**Facilitated by:** Allyson Reaves, Black Alumni Collective

### 3.

#### **Black Professionals Network**

For black professionals we learned early on its not what you know but who you know. So we attended institutions with the promise for more connections, opportunities and resources. However, as an alumni leader how do you balance the needs of your institution and the needs of your community? Not easy, especially when the goals are not always aligned. During this session learn how Kenasha Paul, J.D., built out the Black Professionals Network (BPN) to provide value for her community and sustained the mission and goals of FIU Black Alumni to serve university objectives.

**Facilitated by:** Kenasha Paul, Founder and CEO of The Black Professionals Network

# 4.

## Staff Leaders and our role in supporting Black Alumni

As staff leaders, we are the relationship link between Black alumni leaders and their universities, and our role provides important connectivity in so many ways. Particularly now, when many institutions are focused on diversity, equity, and inclusion, our work is more important than ever.

This will be a meaningful session that connects us and allows us to share our experiences and insight around the following:

1. When racially motivated incidents occur on campus, what are some methods that we can use to support Black alumni?
2. If we are also alumni of the universities where we work, what are some ways to achieve balance?
3. Given the national climate around race relations, what are some ways that non-Black staff leaders can be especially helpful with strengthening relationships and efforts related to Black alumni?
4. During the busiest times of year (major campaigns, Homecoming, start of the semester), how do we prioritize self-preservation and self-care?

**Facilitated by:** Asantewa Boakyewa, Director, Multicultural & Affinity Engagement  
Office of Development and Alumni Relations



5.

### Mobilizing Student Initiatives with *True Inclusion* of Rutgers University

True Inclusion is a student-led initiative committed to dismantling systems of oppression so that every student is valued and supported. In this session, they will present how they led the diversity, equity, and inclusion initiatives at Honors College at Rutgers University and help students strategize how they can do the same on their campuses.

**Facilitated by:** Kathy Russell, American University Black Alumni Alliance

A pair of hands, one light-skinned and one dark-skinned, are shown holding a small green plant seedling with three leaves. The background is a soft, out-of-focus grey. The text is centered on a white rectangular area.

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**SPECIAL SESSION  
FROM TRUE INCLUSION**



**WELCOME!**  
**TRUE INCLUSION**  
**WORKSHOP**  
**SPRING 2021!**



# WHAT IS TRUE INCLUSION?



True Inclusion is a student-led initiative committed to dismantling systems of oppression so that every student is valued and supported



## **CCC COURSE**

**1-credit, Cross Cultural Competency (CCC) course**

## **RICE REQUIREMENT**

**Race, Inequity and Cultural Engagement (RICE) requirement**

## **ADMISSIONS**

**A more equitable HC admissions recruitment and admissions process**

## **FORUM**

**A more local, community partnered HC mission course (aka Forum), with an expanded definition of social innovation**

# WHAT WE DO

- **We advocate for equity and inclusivity at Rutgers by**
  - Meeting with Deans and administrators
  - Investigating the feasibility of our recommendations in committees
  - collaborating with faculty & student advocacy initiatives
  - Conducting survey research
- **Our Accomplishments**
  - Changed HC Mission Statement
  - Structural changes to Forum course
  - Deans have committed to piloting our 1-credit CCC course next Fall



# OUR TEAMS

## CURRICULUM

Assesses how to implement the CCC course and the RICE requirement from a logistical perspective.

## SOCIAL MEDIA

Creates engaging content for our Instagram page highlighting different experiences/histories of Rutgers students

## FORUM

Examines strategies for building cross-cultural competency and an equitable structure into the HC Mission Course.

## ADMISSIONS

Works alongside HC Deans and HC Student Ambassadors to develop and implement an equitable recruitment process.

## MEASUREMENT

Creating a COVID-19 Survey and analyzing survey data regarding student experiences using social science research techniques.



# OUR STRATEGY



# DISCLAIMER

- there are many ways to push for change and ALL of them are valid
- However we are going to explain what was successful in our unique situation

## Students demand removal of George Washington statue...at University of Washington

The University of Washington is facing calls to remove the statue of George Washington, the namesake of the university and the state.

The statue in question has stood on the



NEWS

**BREAKING NEWS**

LIVE

**Rutgers faculty union authorizes strike**

“  
Never, ever be afraid to  
make some noise and  
get in good trouble,  
necessary trouble  
- John Lewis  
”



# THE MOMENT





# WORKING TOGETHER



## FACULTY

- People who work at the university may not always have the liberty to be vocal about their cause



## STUDENTS

- Students do not always have the adequate resources or inside info to make change

# MOVING UP THE FOOD CHAIN



## STRATEGY

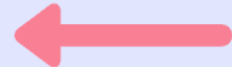
- Identify key administrative allies
- Going above the heads of our direct deans when they deem something unfeasible

# WHEN TO USE MEDIA

## GOING TO THE PRESS



- Be purposeful & strategic
  - Media is a back-pocket tool for increasing accountability
- Oftentimes, groups feel they need to have an article published right away
- Publishing an article can be a tool for negotiation that you might need later
- Be careful what you wish for




The Daily Targum News Sports Opinions Inside Beat Videos HoRU About

NEWS

### Student-led initiative advocates for increased equity, inclusion at Rutgers Honors College

Victoria Yeasky  
Jan 26, 2021, 12:01 AM



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**my central jersey**

[ News ] Courier News Home News Tribune Sports Obituaries CN E-Edition HNT E-Edition Legals

English, said he recently sent a Black Lives Matter-inspired letter to Holloway and New Brunswick Chancellor Christopher Malloy demanding better university support for faculty of color. Kimberly Cook-Chennault, an associate professor of mechanical and aerospace engineering, said she was the only woman of color among the 150 faculty members in her department, which has less than 10 other Blacks or Latinos.

Rutgers senior Assata Davis said she was disappointed that she hasn't gotten to experience the same sense of acceptance at Rutgers that her parents said they experienced while attending the university in the 1970s. Fellow senior Tiana Youngblood, Student Affairs co-chair of the Rutgers University Student Assembly, talked about the impact of the Movement for Black Lives on her personally.

# OUR APPROACH

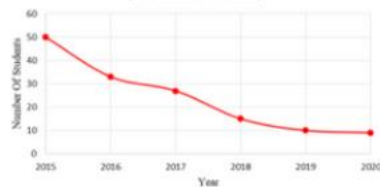
**WE THOUGHT WE WERE DONE**

**BUT THE WORK IS NEVER DONE**

## Executive Summary

For an institution claiming a commitment to racial equity, how is it possible that Black enrollment in the Honors College has seen a disturbing 82% decrease over the five years since the Honors College's inaugural year?

Number of Black Students in the Honors College  
(based on student testimonies)



The above figure is based on estimates from previous and current Honors College students, however, it is incumbent upon the Honors College to clarify these numbers and provide transparency on the demographics of each incoming year. Furthermore, it is the responsibility of the administration to answer why the rapid decrease of matriculating Black HC students is occurring and to address the issue expeditiously. While the trend expressed by this graph is indeed troubling, it becomes even more pressing when coupled with the experiences of exclusion and discrimination felt by Black students who choose to attend the Honors College.

According to student testimonies included in this document, the Honors College has created an environment where anti-Blackness, discrimination, and cultural insensitivity have been left unaddressed. We sought to further explore the structural and individual ways that anti-Blackness is perpetuated in the Honors College by conducting surveys that reflect on experiences of Honors College students. In our inquiry, we measured Black Honors College student's agreement with the following statements:

- *Being in the Honors College plays a large role in my experience as a Rutgers Student.*
- *I feel connected to the Honors College beyond the title of HC student on my resume.*
- *The Honors College is a space for Black students to thrive.*
- *The Honors College is a culturally competent and truly inclusive space.*

The responses to these statements revealed a startling lack of inclusivity within the Honors College for Black students, and a lack of support that results in Black HC scholars viewing their time in the institution as a transactional experience rather than one of community and growth.

Surveys!

Graphs!

50 pages!

**"We do this because we love this institution"**

- Lead with love and grace
- Maintain accountability
  - Meet with Honors College Deans 2x/week
- Get feedback
  - Ask everyone for advice
- Know our stuff
  - Faculty advisors
  - Research

True Inclusion  
Rutgers University Honors College



**SUMMARY  
REPORT**

*Shaping a more inclusive  
Honors College*



# BUILD YOUR TEAM

**DELEGATE!**

**DELEGATE!**

**DELEGATE!**

- In the beginning, we were doing everything
  - We still don't send an email without all 3 of us checking it over
- We already meet 10-20 hours/week
  - Sometimes you need to let go of your writing style and idiosyncrasies in favor of saving time
- Committees still need supervision!

## MEET TRUE INCLUSION



**Chelsea Wong**  
Curriculum Committee  
Facilitator  
2021



**Gabrielle Jacob**  
Co-Founder  
2020



**Adriana Scanteianu**  
Co-Founder  
2021



**Assata Davis**  
Co-Founder  
2021



**Rebecca Welch**  
Forum Committee  
Facilitator  
2021



**Maggie Maniar**  
Curriculum Committee  
Member  
2021



**Oluwanifemi Adetunji**  
Measurement Team  
2024



**Ezije Efobi**  
Dual Committee  
Member  
2022



**Erin Corbo**  
Measurement Team  
2022



**Tara Krishna**  
Curriculum Committee  
Member  
2022



**Chenghui Jiang**  
Curriculum Committee  
Member  
2021



**Kermina Hanna**  
Curriculum Committee  
Member  
2021



**Justin Johnson**  
Curriculum Committee  
Member  
2022



**Hannah Wetter**  
Social Media &  
Visual Design  
2022



**Shweta Mohanty**  
Curriculum Committee  
Member  
2021



**Cecil Osborne**  
Research Assistant  
2022



**Christina Cruz**  
Curriculum Committee  
Member  
2024



**Asiyah Muhammad**  
Measurement Team  
2023



**Jackson Snellman**  
Student Input  
2022



**Sam Tran**  
Forum Committee  
Member  
2021

02



# NEGOTIATION ON ZOOM



## CONVERSATIONAL

VS

## PRESENTATIONAL



### INTRODUCTIONS

Have the order  
ready ahead of  
time

## SUMMARIZE



### PURPOSE

Lead with  
purpose



### NOTE TAKING

Who's got it?  
Everyone?

### FOLLOW-UP

Meet again in  
2-3 weeks



### INTERRUPT!

Don't let them  
talk over you!  
Keep track of  
time.

## ACCOUNTABILITY

# LEAD WITH GRACE



## SETTING INTENTIONS

- Always start by thanking them for their time
- Acknowledge common goals
- State the purpose of the meeting
- If it's a presentational meeting you can state the meeting structure



# KEEP CONTROL OF THE MEETING

## You've already done the MOST:

- You've set the agenda (w/ timestamps)
- You've established the structure/ purpose of the meeting in "setting intentions"

## Now you just need to see it through

- Sometimes admin LOVE to talk
- Time is on THEIR side not yours
- Know when to jump in and move things along
- Designate an interrupter

# USING NOTES FOR THE FOLLOW UP

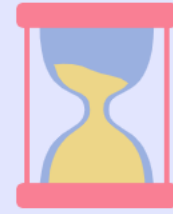
## X:50-X:00 Progress on Upcoming Deadlines - Gabby

- March 1st: Final Decision on Food Mascot
  - What type of food will it be
- Administration meeting with University Marketing Department
  - When will we know about any updates regarding their input about the new Mascot?
- Drafting a new costume and Mascot look

## Objectives Post Mascot Meeting

- March 1st: Final Decision on Food Mascot
  - Deadline: April 1st
- Administration meeting with University Marketing Department
  - Deadline: April 15th
- Drafting a new costume and Mascot look
  - Deadline: May 6th

# BREAKOUT ROOMS



**YOU HAVE  
20 MINUTES  
TOTAL**

Imagine you are an advocacy group on campus. Pick an issue you would like to bring to the administration (can be silly or serious).

**MEETING STRATEGY**

19 MINUTES

**PICK A PRESENTER**

1 MINUTE

Be sure to include:

1. Why you are here today, thank them for their time (Setting intentions)
2. Prepare 3 questions & create a question tree for each--make sure you anticipate what he might say
3. Set tangible goals for the end of the meeting
4. Is there someone he needs to contact? Is there something you need to look into before y'all meet again?

# ROLEPLAY!!!



**YOU HAVE  
10 MINUTES**

**We will be the  
administrators**

**One group is  
doing the advocacy**

**INTRO**

**SETTING  
INTENTIONS**

**ASK 3  
QUESTIONS**

**NEXT  
STEPS**

**START HERE:**

**You've just done introductions, now  
continue with the meeting**



**AYEE**

**WE MADE**

**IT!** Thank you so much!

# LET'S CONNECT!



**trueinclusion.ruhc@gmail.com**



**@trueinclusion.ruhc**

## MORE WITH TRUE INCLUSION

- Our member recruitment form: <https://tinyurl.com/trueinclusion>
- We are currently recruiting for an IGTV series to highlight underrepresented student experiences
- Check us out in the Daily Targum! [True Inclusion Feature](#), [UBC Article](#)
- Read our original [Call-to-Action](#) and [Fall 2020 Summary Report](#)

# ALL ALUMNI GAME NIGHT

---

Let the games begin!

Join us as we gather to partake in a night of fun games, happy faces, loud laughter & your favorite beverage!

We will be starting off with a rousing In-home Scavenger Hunt, followed by a game of Black Trivia that will really make you think!

Presented by Kyle Hires and Obinna Onyeali (Curators of the Social Spaces!)

2021 LEADERSHIP RETREAT GAME NIGHT

# TRIVIA QUESTIONS

REQUEST  
FROM  
OBINNA AND  
KYLE



 **BLACK  
ALUMNI ALLIANCE**



# 2021 LEADERSHIP RETREAT GAME NIGHT

## SCAVENGER HUNT

### INSTRUCTIONS



Each person has 5 minutes to collect as many items from the list as possible and bring them back into view of the screen. We will then share findings and tally individual scores (1 point per item). GOOD LUCK

1. Musical instrument
2. Candle in your school colors
3. Shoe with a heel
4. Succulent or cactus
5. Hat (non-baseball cap)
6. Book by a female author
7. Sweatshirt from your school
8. Photo with your campus in it
9. Monopoly game piece
10. Green vegetable
11. Sports memorabilia
12. Something with a red logo
13. Something you bought in quarantine
14. Deck of cards
15. Childhood photo (of you)



# 2021 LEADERSHIP RETREAT GAME NIGHT

## SCAVENGER HUNT: TIE-BREAKER

- 
- 
1. Bose mini speaker
  2. Cassette tape
  3. Baby album
  4. Cast iron pan
  5. Corn bread mix
  6. Face mask with your school logo
  7. Show with reptile pattern
  8. Ritz crackers
  9. Chess piece
  10. Yoga mat





---

# MOCKTAIL AND COCKTAIL RECIPES FOR THE EVENING

# "AMERICAN" RED RUM PUNCH

## INGREDIENTS:

2 oz. Bacardi Rum- Superior  
½ oz. Grenadine  
1 ½ oz. of Orange Juice  
1 ½ oz. Pineapple Juice  
1 ½ oz. Cranberry Juice  
1-2 oz Club Soda (Sprite, 7up, Seltzer or Ginger Ale works also)  
Garnish- Fresh Strawberry or Raspberries, and Lime Slices  
Ice

\*\*For Mocktail Option- Remove Bacardi. Add an additional ½ oz to each juice and Club Soda. Follow the SAME Directions & Enjoy\*\*

## DIRECTIONS:

1. Fill a Rocks Glass w/ Ice, Crushed or Cubed
2. In a separate glass, stir all ingredients together except Club Soda
3. Pour over ice and top w/ garnish of choice
4. Top with Club Soda
5. Enjoy!

A pair of hands, one light-skinned and one dark-skinned, are shown holding a small, young plant seedling with three leaves. The background is a soft, out-of-focus grey. The text 'WRAP UP' is centered over the image, with a thin horizontal line above it.

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# WRAP UP

# DAY 3



BLACK ALUMNI  
COLLECTIVE

# Recap and Agenda Review

- **Bruce Alexander, Day 2 Recap**
- **Gordon Fletcher, Agenda Review and Intro of Special Speaker**
- **Special Remarks from Rev. Dr. Howard John Wesley**



Special Speaker:  
Rev. Dr. Howard  
John Wesley





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# NATIONWIDE COMMUNITY SERVICE PROJECT

# 6.

## **Session #6: Nationwide Community Service Project**

**Hosted by: American University Black Alumni Alliance & Black Alumni Collective**

We will design a community service initiative that all Black Alumni associations from universities across the country can participate in this year.

We will discuss ideas like the following:

1. What social issue area do we want to address (Addressing racism and white supremacy on campus? Student recruitment? Increasing professional opportunities for alumni?)
2. How will we measure success?
3. What do we want to accomplish as individual Black Alumni associations?
4. What do we want to accomplish as a movement?

**Presenters:** Qui-Juan Jones, American University Black Alumni Alliance & Allyson Reaves, Black Alumni Collective

# 2022 NATIONAL CONFERENCE

Update from Duke Black Alumni



# ANNOUNCEMENT OF 2023 LEADERSHIP RETREAT HOST

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# CLOSING REMARKS FROM RETREAT CO-CHAIRS




**Gordon Fletcher,**  
American University Black Alumni Alliance



**Bruce Alexander,**  
The Citadel African American Alumni  
Association





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**FELLOWSHIP AT  
ALFRED STREET BAPTIST CHURCH  
2:00 PM ET**



# THANK YOU

If you have any questions, please contact:  
Allyson Reaves, 2021 Retreat Coordinator  
blackalumnisummit (@) gmail.com

*Photo from our 2020 National Conference*