

THE LEADERSHIP SUMMIT

Amplifying Voices + Building Bridges
through Community Engagement



TUESDAY MAY 14, 2024

Jimmy's Jazz Club
135 Congress Street
Portsmouth, NH 03801



leadershipseacoast.org

Amplifying Voices + Building Bridges through Community Engagement

9:15am: Morning Keynote



KEVIN PAJARO-MARINEZ

Embracing Tensions in Connection: Honest Reflections about Community

“Sense of belonging” generally refers to the security and acceptance people feel as part of a group. What is not always so clear is who and what defines belonging. What happens when the parameters of belonging do not account for the specificities of people’s experiences and identities? Does everyone have the same understanding of what it means to belong? This keynote explores the questions, complications, and transformative potential of embracing tension as a catalyst for deep connections and sustainable forms of community-building.

10:30am: Morning Concurrent Sessions



JESSICA GOFF

Supporting the LGBTQ+ Community: Allyship through Awareness & Action

This interactive presentation creates shared language around basic LGBTQ+ concepts, explores the importance of inclusive practices/policies in offsetting the link between discrimination and adverse outcomes, and provides practical strategies to support the LGBTQ+ community both in one's professional work and in the wider community. Questions and engagement are encouraged.



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10:30am: Morning Concurrent Sessions, cont.



MICHELE HOLT-SHANNON

Understanding Bias and Cultivating Belonging

We all have biases. When bias is unconscious, it is harder to address. When we work together to notice and address bias, it can feel surprisingly productive and, yes, liberating. Join this workshop to explore simple practices and culture building strategies for your organization.



ALLYSON RYDER

Moving Beyond the Transactional Trap: Why Community Leadership is Needed

Our day to day lives get so busy that we feel can separated from the places we call home. Yet this is where community starts, and leadership in those settings is critical to rebuilding the trust and relationships we need to foster support and change.

11:30am Midday Keynote



HAYDIN SIMMONS

Youth Perspective

Haydin Simmons was the 2023 New Hampshire's Kid Governor. During her year as Kid Governor, she worked on her platform of Eliminating Poverty and Hunger in NH. She is currently a 6th grader at Timberlane Regional Middle School in Plaistow, NH.



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12:00pm: Lunch

1:00pm: Panel Discussion



NAVIGATING DIVERSITY: INSIGHTS FROM DEI PRACTITIONERS IN NEW HAMPSHIRE

Moderator: Kevin Pajaro-Marinez

Panelists: Rachael Blansett, Tina Kim Philibotte, and Andres Mejia

Join us for a dynamic panel conversation exploring the experiences and insights of Diversity, Equity, and Inclusion (DEI) practitioners in the unique context of New Hampshire. From fostering equity in K-12 education to engaging communities in meaningful dialogue, our panelists will share their perspectives on navigating the complexities of DEI work in the Granite State. This conversation will delve into the tensions arising as a result of DEI in schools, as well as explore common misunderstandings related to equity-centered initiatives. Gain valuable insights and meaningful takeaways from practitioners at the forefront of DEI efforts in New Hampshire.



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2:30pm: Afternoon Concurrent Sessions



DETECTIVE ROCHELLE JONES AND MASON THE COMFORT DOG

***Community Outreach: Building relationships between
the public and the police.***

Detective Jones will discuss the following topics:

- The philosophy of community policing
- Community Outreach Coordinator Position
- Portsmouth Police Outreach Initiatives/Programs
- “Meet Mason” & The Police Comfort Dog Program



LAURIE MCINTOSH, OUR PLACE NH

***Creating Supportive Housing for Adults with
Developmental Disabilities***

Laurie will tell the story of a grass-roots movement by parents to solve a growing housing crisis. Parents all over the state are waking up to the fact that they are getting too old to care for their adult children with intellectual developmental disabilities, while the State of New Hampshire has few viable options for them. You will learn about all the challenges of creating housing for this population and possible solutions. Learn about models that work and what the individuals with developmental disabilities are looking for. Find out how a group of determined parents can affect real system change.



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2:30pm: Afternoon Concurrent Sessions, cont.



CENTERING MARGINALIZED COMMUNITIES: THE STORY OF BIPOC FEST AND CULTIVATE

Chef David Vargas, Chef Evan Mallett, Joanna Kelley, Marie Collins

MISSION:

By bringing our community together we hope to cultivate conversation and collective action about the important threads of equity and social justice that hold us all together. Through celebration and joy, BIPOC fest unites a wide array of community members to enjoy some of the foods, art & music that highlight the rich and diverse histories that make up New England.

This panel discussion features the Officers of Cultivate, the 501C3 organization responsible for organizing two of our region's most beloved events: BIPOC Fest and Farm-a-Q. BIPOC Fest co-founding chefs David Vargas and Evan Mallett, along with fellow officers Joanna Kelley and Marie Collins, will discuss BIPOC Fest's origin and evolution while addressing issues of equity, social change, community building and collaboration. In our community, BIPOC Fest has come to represent more than just a fun one-day event; it is now a symbol of community at its best.



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3:30pm: Closing Keynote



ANGEL SIMONE

Reimagining Diversity

After George Floyd's murder in 2020, organizations made huge commitments to racial equity and hiring teams dedicated to diversity, equity, and inclusion. Recently, however, we have seen many companies pulling back from DEI efforts. Growing evidence indicates diversity programs don't increase diversity, but rather increase marginalization. Good intentions to increase the diversity of organizations have led to "checkbox" approaches that don't create long term sustainable shifts in the workplace. State legislators have introduced at least 65 anti-DEI bills since 2023. This along with the increased legal risk and political animosity toward systemic efforts to boost racial equity, what went wrong? How do we begin to reimagine diversity in a way that creates lasting impact and change for organizations and for us as individuals?



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