



## **Workforce Development Diversity Series**

# **ACTIVE SOLUTIONS: STEPS TO PROMOTING SYSTEMIC CHANGE IN THE WORKPLACE**

**Virtual Conference | June 19, 2020  
8:00 - 11:00 am PST**



**HOSTED BY: UREP ABROAD, LLC**

# OVERVIEW

The Active Solutions: Steps to Promoting Systemic Change in the Workplace conference was developed to provide strategies to enact systemic change in the workplace while understanding employment rights under Title VII.

As conversations regarding the systemic racism in the United States continues to grow, employers are finding ways to enact and promote systemic change within themselves. This conference will allow participants to:

- Learn to understand micro-inequities and microaggressions in the workplace while obtaining skills to identify and enact positive change (micro-affirmations);
- Develop strategies in a breakout session (one for allies and one for Black, Indigenous, People of Color) to enact change while understanding the power of your identity;
- Understand employment protections under Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, and national origin

## DONATION

URep Abroad accepts donations for its program development and business operations. As of June 2020, we are also accepting donations for the **Emergency Response Fund** to support the protests & COVID-19 Emergency Response Fund for community bail & bond funds. Contributions will be distributed across the 60+ community bail and bond funds of the National Bail Fund Network, which post bail and bond for individuals in immigration detention and local/county jails. Donations through URep Abroad will allow us to track the amount raised through our programs and initiatives. Donate at **URepAbroad.com/donate**. Thank you for your support and contributions.

# **SCHEDULE**

**8:00 - 8:15 AM**

**WELCOME AND OVERVIEW**

**Shawntia Key, Ed.D.**

**8:15 - 9:05 AM**

**THE 3 M'S: MICRO-INEQUITIES, MICRO-AGGRESSIONS,  
AND MICRO-AFFIRMATIONS**

**Marcelius L. Braxton, MA., J.D.**

**9:05 - 9:50 AM**

**STRATEGIES TO ENACT CHANGE IN THE WORKPLACE**

**[Breakout session]**

**Jazzmine Brooks, MPA | Jordan Brooks, M.Ed.**

**Angela Miller McGraw, MAR | Darryl L. Jones II, Ph.D.**

**9:50 - 10:00 AM**

**BREAK [10 MINUTES]**

**10:00 - 10:45 AM**

**UNDERSTANDING YOUR EMPLOYMENT RIGHTS:TITLE VII  
of the Civil Rights Act of 1964**

**Bryant Andrews, Esq.**

**10:45 - 11:00 AM**

**CONCLUSION AND NEXT STEPS**

**Shawntia Key, Ed.D.**

# **SPEAKER PROFILES**



## **Marcelius L. Braxton, M.A., J.D.**

Assistant Dean of Students, Capital University Law School | [Marcelius.braxton@gmail.com](mailto:Marcelius.braxton@gmail.com)

**Marcelius provides 2 hour virtual anti-racist training.  
Send an email to learn more.**

Marcelius has bachelor's degrees in Political Science, Philosophy, and Economics with an African Studies Certificate from the University of Pittsburgh, an M.A. In Philosophy from the University of Missouri, and a Juris Doctor (J.D.) from the University of North Carolina School of Law. Prior to Capital, Marcelius worked as the director of the African American Cultural Center at Austin Peay State University where he worked on issues of race, diversity, social justice, equity, and inclusion for the University as well as at Missouri S&T as a Coordinator for the Student Diversity, Outreach, and Women's Programs. Marcelius also has experience teaching courses in Philosophy, Political Science, African American Studies, Leadership and Organizational Administration, and the First Year Experience.



## **Jazzmine Brooks, MPA**

Higher Education Professional and Black Birth Scholar & Doula | [brooks@jaiolivewellness.page](mailto:brooks@jaiolivewellness.page)

Jazzmine is an Equity and Inclusion Coordinator at Iowa State University as well as the Founder and Owner of Jai Olive Wellness, a wellness community for womxn of color. As the Equity and Inclusion Coordinator, she manages and supports campus needs around accessibility, campus climate response,

and various other inclusion initiatives that impact the Pan-African experience. Through Jai Olive Wellness, Jazzmine serves as a reproductive health educator, and Fertility, Birth, and Postpartum Doula. Jazzmine believes in creating space for empowerment, community, and healing. She hosts the Being Olivia Podcast as well as facilitates a virtual summer book club for womxn of color called Lotus Sisters. Jazzmine is currently attending Iowa State University and seeking her Ph.D. in Human Development and Family Studies with an emphasis on Black health and equity. Jazzmine is a native to Chicago, Illinois, however, she calls Las Vegas, Nevada home. She is a member of the Zeta Phi Beta Sorority, Incorporated graduating from University Nevada Las Vegas with a Master in Public Administration, and University Nevada Reno with a Bachelor in Journalism - Public Relations and Advertising.

# **SPEAKER PROFILES**



## **Jordan Brooks, M.Ed.**

Director of Equity, Inclusion, and Multicultural Student Success | Founder and Owner, KNWSLF  
**contact@knwslf.com**

Jordan is the founder and owner of Self.uneARThed, LLC., an equity and inclusion training company geared towards creatively approaching cultural identity development, education, and expression in both professional and personal spaces. Jordan founded this company with the intention to

develop engaging activities to guide people to unearthing their authentic selves. Services include one-on-one consultation for individual and group identity development, facilitation of intercultural programming, and creation of custom art and murals. Outside of his company, Jordan works at Iowa State University - College of Design. In his role, he develops identity centered co-curricular strategies for students and inclusive pedagogy workshops for faculty and staff. Jordan is currently a doctoral student at Iowa State University in the Social and Cultural Studies of Education program. He earned his B.A. in Art & Technology and Psychology from Allegheny College and M.A. in Student Affairs in Higher Education from Slippery Rock University of Pennsylvania.



## **Angela Miller McGraw, MAR**

Consultant, Higher Ed. and Leadership Development | **angela.millermcgraw@gmail.com**

Angela Miller McGraw grew up in Minnesota and currently lives in Washington, DC where she is a consultant. She has over 10 years of experience in higher education, global leadership development and the nonprofit sector and oversees Knowledge Management for an NGO start-up in Pune, India,

serving refugees and internally displaced persons worldwide. Angela previously worked at Georgetown University directing outreach to young leaders to promote dialogue at the intersection of public policy and religion as it relates to economic and socio-political issues. Prior to that, Angela managed a global leadership academy at the University of Pittsburgh that trained young professionals in ethical leadership, intercultural communication and civic engagement and taught community-based learning courses at the University of Notre Dame. She has been engaged in peace-building work through Initiatives of Change International in India, Switzerland and Nepal and as a community specialist at the Human Rights department in St. Paul, Minnesota. Angela received her BA in History, Political Science and Philosophy from Bethel University and her MA in Religion and Ethics from Yale University.



# **SPEAKER PROFILES**



## **Darryl L. Jones II, Ph.D**

Scholar and Higher Education Professional

**Darryl.Jones@bison.howard.edu**

Darryl L. Jones II is a higher education professional and scholar of African Studies. He possesses extensive cross-and intercultural experience, having lived in 5 countries outside of the US. Darryl is a 2019 recipient of the Department of Education-sponsored Foreign Language and Area Studies

Program where he served as a Fellow of Arabic in the Sultanate of Oman, and a 2019 recipient of the David L. Boren Awards, where he served as a Fellow of Arabic in Morocco. Darryl holds a Ph.D. and M.A. in African Studies from Howard University and the University of Ghana, respectively, and a B.S. in Business Administration from the International University of Monaco. His academic interests include African Americans in higher education, African American men and society, human and environmental security in the Sahel, and descent-based slavery in Mauritania.



## **Bryant Andrews, Esq**

Associate Attorney, Cozen O'Connor

**bryant.a.andrews@gmail.com**

In February 2020, Bryant was named a top 40 under 40 African American attorney in Pennsylvania by the National Black Lawyers. As an attorney, Bryant defends and advises employers on a wide variety of employment and traditional labor matters; including complaints of harassment, retaliation, and

discrimination, and employment-related lawsuits arising from Title VII, the Americans with Disabilities Act, the Family Medical Leave Act, the Age Discrimination in Employment Act, the Fair Credit Reporting Act, and related state laws. Outside of the law, Bryant is a guitar enthusiast, a soon-to-be father of twins (September 2020), and a civil rights advocate.

# SPEAKER PROFILES



## **Shawntia Key, Ed.D.**

CEO & Founder, URep Abroad, LLC

**Shawntia@urepabroad.com | Shawntia.com**

Dr. Shawntia Key has worked as an international educator for over ten years. Starting her career as an undergraduate orientation leader and teaching assistant, Shawntia quickly realized her passion for guiding and developing young leaders. While an undergrad, Shawntia studied abroad to

Kansai Gaidai University in Japan and traveled throughout China while completing her BA in international studies at Hiram College. Shawntia's interest in Chinese culture continued as she obtained her TESOL certificate and completed her MA in international education at Concordia University, Irvine, while working as a professor at a Chinese university and program coordinator at an au pairing company in Hangzhou, China. After living in China for two years, Shawntia returned to the United States. In the years that followed, Shawntia traveled to 14 countries and received a doctorate in higher education management at the University of Pittsburgh; focusing her dissertation on **Black American Undergraduates Abroad: What Are Their Intentions and Behaviors.**



URep Abroad was created in 2010 by Dr. Shawntia Key, who, as an undergraduate, struggled to find resources for black students traveling abroad and wanted to create content for others who struggled to find support.

After working in international education for several years, Dr. Key realized that inspiring more underrepresented leaders and connecting with professionals in the field could be another avenue to increasing diversity abroad. URep Abroad, LLC, was founded to create a community of diverse leaders to empower, inspire, and support underrepresented populations interested in increasing their global knowledge, traveling abroad, and working in international education.

URep Abroad means, You Represent the Underrepresented Abroad - and our growing community is just one step to learning how. Become a **URep Partner** or **volunteer**.

**We would love to hear your opinion of the conference. Please complete the our survey at [URepAbroad.com/survey](https://URepAbroad.com/survey).**