Program Goals

- **Community and Belonging**: Build a diverse multi-sector learning community in which participants can find belonging, inspiration, and support for action during and after the program year.
- **Regional Challenges and Opportunities**: Introduce a range of regional challenges and opportunities through the lenses of equity and antiracism; envision and explore examples of policies, institutions, and systems that promote equity.
- **Leadership**: Build a toolkit of leadership skills for individual and collective action so that organizations, communities, and the region may thrive.

9:00 a.m.  **Land Acknowledgement and Welcome**, Felicia Ishino, LT’21, Curriculum Committee

9:15 a.m.  **Leadership Studio**, Marc Dones, CEO, King County Regional Homelessness Authority; Felicia Salcedo, LT’19, Executive Director, We Are In

10:30 a.m.  **Break**

10:45 a.m.  **SWOT Activity**: Exploring KCRHA’s Five Year Plan, Felicia Ishino, LT’21, Vice-Chair, Curriculum Committee

12:15 p.m.  **Journaling**, Shomari Jones, LT’10, Curriculum Committee and Facilitator

12:20 p.m.  **Sponsor Comments**, Martha Mickelson, LT’20, Community Relations Manager, HomeStreet Bank; Trey Chenier, LT’20, Associate, Perkins Coie LLP

12:30 p.m.  **Lunch**

1:30 p.m.  **Theater of the Oppressed Workshop**, Nabra Nelson, Director of Arts Engagement, Seattle Rep

3:40 p.m.  **Break**

4:00 p.m.  **Debrief**, Shomari Jones, LT’10, Curriculum Committee and Facilitator

4:30 p.m.  **Possibility Day Survey**, Felicia Ishino, LT’21, Vice Chair, Curriculum Committee

4:40 p.m.  **Reflection**, Shomari Jones, LT’10, Curriculum Committee and Facilitator

4:55 p.m.  **Closing and Connection to Next Program Day**, Felicia Ishino, LT’21, Vice Chair, Curriculum Committee; Shomari Jones, LT’10, Curriculum Committee and Facilitator
Guest Bios

**Trey Chenier**, LT’20, is a startup and venture capital attorney at Perkins Coie. Trey represents early and late-stage high-growth companies as they build their businesses and counsels VC funds as they manage their portfolio of technology companies. He advises companies on strategic investments, equity financings, and also manages M&A transactions. Trey helped launch, and now helps run, the Black Boardroom Initiative—a corporate-sponsored and community-supported program that aims to increase Black and African American representation on the boards of S&P 500 companies through substantive trainings and pipeline opportunities. Trey also maintains and active pro bono practice, providing free legal support for small businesses and is involved in several youth mentorship organizations. He has a passion for increasing access to academic and professional resources for under-represented communities.

**Marc Dones** (they/them) is an American social equity advocate and policy strategist. They have worked extensively in the fields of homelessness, affordable housing, and racial equity.

Dones brings significant experience from organizations such as the Center for Social Innovation, the Massachusetts Executive Office of Health and Human Services, and has also taught both undergraduate and graduate level coursework. They served as the Executive Director of the National Innovation Service, an organization focused on promoting equity and social justice in communities across the United States. Currently, Dones is the Chief Executive Officer of the King County Regional Homelessness Authority, the government agency charged with unifying and coordinating King County’s homelessness response and policy through an equity and social justice lens.

Dones is known for their work on developing policy solutions to address homelessness, particularly for people who experience chronic homelessness. They have also been involved in efforts to promote racial equity in public policy, including advocating for policies that address systemic racism in housing and criminal justice.

In addition to their work in social equity, Dones is a writer and public speaker, and they have been featured in numerous media outlets and speaking engagements including the White House, The Department of Housing and Urban Development, and Harvard.

**Martha Mickelson**, LT’20, is the Community Relations Manager at HomeStreet Bank. Martha directs the charitable and philanthropic programs across the company’s regional footprint in Washington, Oregon, California, and Hawaii. Years ago, she served several terms as an AmeriCorps volunteer, sparking an appreciation for building community and investing time. You can find her volunteering across Seattle and on the Marketing and Communications Committee for the Pike Place Market Foundation. Martha also serves on Financial Beginnings’ National Board of Directors.

**Felicia Salcedo** (she/her) is the Executive Director of We Are In. She is a regional leader, strategist and advocate for racial equity and social justice with nearly a decade of experience in government and public policy. To achieve transformational systems change, Salcedo builds authentic relationships, utilizes data to drive towards measurable results, and supports the leadership of people with lived experience of homelessness.

**Nabra Nelson** is a community organizer, EDI consultant, and theatre creator from Egypt, Nubia, and California. She has worked with theaters, universities, non-profits, corporations, and community organizations across the nation to strengthen community and amplify under-heard voices. She is an EDI consultant with Avent Diversity Consulting, and an independent theatre-based consultant specializing in Theatre of the Oppressed. As an independent consultant, she has worked with Sankofa Impact, Inspire Washington, Seattle Rep, Seattle Arts & Culture for Anti-Racism, Young Women Empowered, and UCSB. She is also the Director of Arts Engagement at Seattle Rep, and a graduate of the University of California, Santa Barbara.

**Felicia Salcedo**, LT’19, has worked for Public Health — Seattle & King County, supporting overdose prevention and harm reduction solutions to substance use disorder. She has also worked at C4 Innovations, providing technical assistance, tools, and training to communities across the nation and for the U.S. Department of Housing and Urban Development (HUD), embedding racial equity principles within its funding guidelines, housing policies, practices, and services. Previously, Salcedo was the External Relations Manager for All Home, the Seattle/King County Continuum of Care, where she developed cross-sector community partnerships in support of ending homelessness.
Planning Team Bios

**Felicia Ishino, LT’21** is a founder and Executive Director of a local nonprofit organization called Sankofa Impact. The mission of Sankofa Impact is to confront our shared history of racism and resistance by bringing people together for place-based learning experiences. Previously, Felicia has worked as the Director of Academic Services for the University of Washington Department of Communication and has an extensive background in education policy, student development and anti-racism facilitation. She has over 20 years of experience in Seattle area K-12 schools, higher learning institutions, and nonprofits. She holds a bachelor’s degree in English and a Master’s degree in Educational Leadership and Policy Studies, both from the University of Washington. In Felicia’s free time, she enjoys camping, spending time with her two children, and finding inspiration in the teachings and writings of Toni Morrison and adrienne maree brown.

**Shomari Jones, LT’10**, is the Director of Equity and Strategic Engagement in the Bellevue School District. In that role, he serves as a powerful advocate for students of color to challenge district leaders to identify, confront, disrupt, and dismantle structures that limit the potential of those students. Working within and between the fraught social, emotional, and political fault lines of equity work, Shomari designed and facilitated district professional development for school district staff that nurtured impactful conversations around racial inequity, inequality, and the impact institutional racism has on students of color. His persistent efforts has sparked a community-wide conversation about the corrosive impact of inequity in schools and the responsibility school leaders and staff have to be more responsive to all students. Shomari also works closely with students to raise their social awareness and help them feel more connected and engaged in the district and their communities. He developed several student empowerment programs like Students Organized Against Racism (SOAR), Breaking Out Of the Margins (BOOM), and Sistahs Having Outstanding Uniqueness Together (SHOUT), as well as parent advocacy groups like the Parent Alliance for Black Scholars (PABS). Currently, Shomari is part of a handful of educational leaders in the U.S. recognized as a “2019 Leader to Learn From” by *Education Week* for the significant impact his work has had in Bellevue schools. His past professional experience includes working as the Chief Operating Officer at the Urban League of Metropolitan Seattle. He holds a Bachelors in Science in Mathematics from Tuskegee University and has a daughter in college. In his free time, Shomari enjoys playing tennis and traveling the world.
# Practices to support our learning community

**Be Present and Engaged**

First, allow yourself to arrive fully when you enter this space (we recognize that everyone has commitments outside of LT, you all lead busy lives, families, work, etc.) and while we’re together, please limit cell phone usage, resist checking email, less hustle, more flow, etc. Always take time and allow your head, heart, and body to fully arrive to the LT space.

**Respect yourself (and each other)**

One way this might look is allowing yourself enough capacity to be present in this learning community. We must respect ourselves if we expect to respect others. Another way this will show up for us is by honoring body autonomy and asking for consent before touching others. Respect begets transformative relationships.

**Language matters**

The language we use in this learning community matters. Language that reinforces violence, is harmful, and can be triggering and cause harm, despite intent. Please be mindful of the language you use.

**Healthy conflict**

A learning community this size may experience conflict. Especially when we are intentionally choosing to have conversations about race and identity. These are intensely and profoundly personal topics. If and/or when conflict occurs, let it be healthy conflict. If your limbic system is going up and it feels like conflict is immanent, name it. Strive for folks to be heard. Conflict is a normal part of any relationship. Choosing to make it healthy can lead to a better, more complete learning community.

**Curiosity**

Lastly, curiosity facilitates growth. In this learning community, we should feel empowered to arrive with humility. Consider “turning to wonder.” Ask questions. Allow yourself to be moved and transformed. Curiosity can lead to possibility creating and imagination. Being curious can be a personal choice in reflection or a collaborative effort with all of us.

## LT Values to experiment with together this year

**Accountability:** Leading and acting with courage and integrity, in and with communities.

**Antiracism and Social Justice:** Inspiring leaders to create equitable policies, institutions, and systems to ensure that all communities have the power and resources needed to thrive.

**Belonging:** Building relationships that promote interconnectedness and commitment to one another’s wellbeing.

**Collective Leadership:** Working together toward a common vision and sharing responsibility, power, and decision making, especially with those historically excluded.

**Community Stewardship:** Serving for the greater good, leading and acting from any position, with joy and love.

**Curiosity and Humility:** Approaching dialogues with a desire to learn; considering multiple points of view; seeking to understand the complexity and interconnectedness of issues and solutions.

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**Curriculum Committee Planning Team:** Felicia Ishino, LT’21, Vice-Chair, Curriculum Committee; Shomari Jones, LT’10, Curriculum Committee and Facilitator, Jessica Paul Werner, LT ‘05, Curriculum Committee