

# *diversity ally*

- IN THE RECOVERY FIELD

This is a FREE four (4) session, two (2) hour each workshop series on Tuesdays

**Aug 31, Sep 7, Sep 14 & Sep 21, 2021**

4 TUESDAYS

**2:00 PM — 4:00 PM EST**



FREE ZOOM WORKSHOP SERIES ON (4) TUESDAYS



EMAIL [TCONYERS@RCNC.ORG](mailto:TCONYERS@RCNC.ORG)

## Learning Objective

Investment in and support of colleagues of color are a central and non-negotiable element of organizational diversity work. Educating white leaders is also necessary, and it is increasingly clear that we need to move more quickly and show up more consistently than ever before as white allies committed to diversity.

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## Why this Workshop is so important

White people and Black, Indigenous, People of Color (BIPOC) grow up with different experiences and levels of awareness about structural oppression and inequities. Given these differences, we end up with vastly different relationships with privilege, power, white supremacy and different understandings of how intersectional identities shape our lives. White people enact racial abuse (aka microaggressions) intentionally and unintentionally. Biased decision-making more often benefits white people. It can be mitigated, but rarely do we take the time and attention to develop awareness that promotes diversity, inclusion and belonging.

Many white people have the desire and potential to be leaders in dismantling racism in our communities and at work, but we often get in our own way, slowing down the advancement of diversity and equity because of our own socialization and beliefs.



Madeline serves as an RCNC Health and Wellness Consultant and a Diversity and Equity Champion. Her mission is to condition leaders and non-profit and for-profit organizations to do meaningful work for decades.

### **MADELINE MCNEELY**

Madeline has worked within the recovery community for decades and has worked with organizational leaders to produce transformative results, collaborate powerfully with their clients, and model how to deepen and sustain trusting relationships. Her areas of expertise include belonging, diversity, racial equity, inclusion, leadership.

Madeline is a thought leader and known for a body of work she is co-creating about White Women and the Power Paradox, a series of trainings designed for white women interested in leading racial equity.



Brianna is an RCNC Diversity and Equity Champion. She is a leadership coach and consultant focused on supporting leaders and providers of recovery programs and services to face challenges head on and build strong, inclusive, equitable cultures.

### **BRIANNA BOGGS**

She focuses on individual and organizational racial equity work, including issues such as dismantling white supremacy culture, supporting leaders of color in white-founded organizations, helping white leaders build an appetite for authentic equity conversations that lead to change, building racial equity action and communication plans that attend to internal and external stakeholders. In summary, Brianna helps white leaders build tolerance for racial stress and willingness to persist.

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