30TH NAIS PEOPLE OF COLOR CONFERENCE

VOICES FOR EQUITY AND JUSTICE NOW AND IN EVERY GENERATION

LEAD, LEARN, REDEDICATE, AND DELIVER

24TH STUDENT DIVERSITY LEADERSHIP CONFERENCE

MAKING OUR VOICES MATTER

LEADING THE MARCH TO COMMON GROUND

NOV 30–DEC 2
ANAHEIM, CA
ANAHEIM CONVENTION CENTER
HILTON ANAHEIM

PoCC.NAIS.ORG
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PREVIEW
We hope you will join us in Anaheim for the NAIS People of Color Conference and Student Diversity Leadership Conference, November 30–December 2, 2017. Planning for this momentous occasion—the 30th PoCC—has included months of deep conversations with our local committee, SDLC faculty, and NAIS staff. We are humbled and thrilled to convene our vibrant community to explore our theme, *Voices for Equity and Justice Now and in Every Generation: Lead, Learn, Rededicate, and Deliver.*

The NAIS Board of Trustees affirmed the unique and powerful purpose of PoCC in 2006. The board said that PoCC is "designed for people of color as it relates to their roles in independent schools. Its programming should include offerings that support people of color as they pursue strategies for success and leadership. Its focus should be on providing a sanctuary and networking opportunity for people of color and allies in independent schools as we build and sustain inclusive school communities."

PoCC thrives because of its distinctive mission and the focused opportunity it offers to examine and advance educational issues through the lens of people of color and their experiences in independent schools. The rich and complex diversity of our attendees—coupled with the critical thought, knowledge, and perspective they bring—challenges the status quo, drives professional and personal growth, and develops and renews a culture of racial equity, social justice, and inclusion in our schools.

It’s more important than ever for our community to come together to rededicate ourselves to these values and personal missions. Your personal contribution is important because it takes a resounding chorus and persistent action to realize the change we need.

Please use this virtual preview to plan your time at the conference and choose pre- and post-conference activities to enhance your experience. Get a sneak peek at our inspiring lineup of speakers and learn more about other activities, such as the NAIS Equity Seminars, Learning Labs, Technology Zone, Innovation Kitchen, and PoCC Makerspace. Don’t forget to keep checking [pocc.nais.org](http://pocc.nais.org) for more details about workshops, travel, and accommodations.

Let’s join together in Anaheim to lead our industry forward, learn from each other’s experiences, rededicate ourselves to the mission of PoCC, and deliver on that mission. We hope to see you there!
OVERVIEW

THE DESTINATION
PoCC programming will take place at the Anaheim Convention Center, and SDLC programming will be at the Hilton Anaheim. We encourage you to enjoy the city of Anaheim—explore the quirky Anaheim Packing District, enjoy the beautiful nearby beaches, and don’t forget Disneyland, of course.

MAKE THE MOST OF THE NAIS PEOPLE OF COLOR CONFERENCE
For 30 years, PoCC has nurtured and sustained people of color in independent schools. By accepting long-practiced community norms, attendees, speakers, presenters, and staff help create a space that lifts up, protects, and affirms the dignity and lived experience of people of color in independent schools. In this way, the conference becomes both a sanctuary and a wellspring for communities in which people of color can thrive.

As a conference participant, you will have the opportunity to embody interactional principles that advance equity. You will also form connections with others who remain committed to creating and sustaining independent school communities in which people of color can thrive.

PoCC norms help participants make the most of the conference. We invite you to lean into discomfort, and accept conflict as a catalyst for self-reflection and change. We further ask you to be fully present, suspend judgment of yourself and others, and listen actively before speaking from your personal perspective. Community norms help establish the context for full, authentic, and mutually respectful engagement from the start of the conference and allow you to leave PoCC feeling renewed, re-energized, and recommitted.

PoCC WORKSHOPS
During the conference you can select workshops in six time blocks, including a condensed block on Saturday morning. Workshops are organized into the following tracks:

- Anti-Racist Teaching, Training, Activism, and Allyship
- Building Capacity: Skills, Competencies, and Research for Equity, Inclusion, and Social Justice
- Data Use in Activism: Evidence-based Equity and Justice Programming, Research, and Evaluation
- Equity and Justice: Programs, Models, Best Practices
- Organizational Development and Institutional Change
- Leadership and Management for Equity and Inclusion
- Racial and Ethnic Identities: Developmental Models, Frameworks, Approaches
- Self-Efficacy and Empowerment: Mind, Body, Spirit
- Racial and Social Justice and Activism: From the Classroom to the Community

DIALOGUE
Throughout the conference, you will have several distinct opportunities to engage in dialogue with your peers:

- Affinity Group Sessions
- State and Regional Meetings
- Student-Led Adult/Student Dialogue

AFFINITY GROUP WORK AT PoCC
PoCC hosts affinity group sessions to provide an opportunity for sharing and exploring your life and experiences within safe and supportive spaces defined by membership in a specific racial or ethnic identity group. Led by a team of trained facilitators, affinity group participants celebrate identities, share successes and challenges, and engage freely. The overarching vision for PoCC affinity group work includes:

- facilitating opportunities for affirming, nurturing, and celebrating lived experience;
- discussing issues related to racial/ethnic identity development in a safe environment where people who share that racial or ethnic identity can generate community, fellowship, and empowerment; and
- envisioning and sharing strategies for greater racial and ethnic diversity, equity, and inclusion in NAIS-member schools and communities.

WHICH AFFINITY GROUP DO I ATTEND?
Affinity groups are designed specifically to encourage interaction among members of the same racial or ethnic background. Although each of us may lay claim to multiple identities, affinity group sessions call participants into community based on their individual racial and ethnic identity. You know you are in the right affinity group if you can say unequivocally, “I am ________” and speak to that group’s collective racial or ethnic identity and experience from the “I” and “we” perspective. To preserve the safety and integrity of each affinity group space, you should attend only those sessions that correspond with your personal racial or ethnic identity.

Anita L. Sanchez will serve as the lead facilitator for the affinity group work. She is an organization development consultant, trainer, and speaker focused on diversity and inclusion, large system change, team building, and coaching.

FIND DATES AND TIMES OF AFFINITY GROUP SESSIONS ON PAGE 24.
HIGHLIGHTS

THE PoCC LEADERSHIP INSTITUTE FOR EDUCATORS OF COLOR
WEDNESDAY 9:30 AM – 4:30 PM
(Full-day Seminar)

Master Class with Kimberlé Crenshaw
Thursday 10:15 AM – 12:15 PM
Ticket required $75
In this class, you’ll be guided through the realities of structural racism, both historical and contemporary, via The African American Policy Forum’s Structural Racism board game. The game was created to encourage conversation about intersectionality in ways that go beyond theory and reading. It simulates privilege and oppression by using historical events as experienced by different racial and ethnic groups. You will be encouraged to think about how intersectionality could be further unpacked in some of these historical instances and have time for more discussion at the end of class.

State and Regional Meetings
Friday 4:30 – 5:15 PM
Take advantage of this dedicated time to meet with others from your state and regional associations. During these self-organized and self-directed gatherings, you will have an opportunity to interact with colleagues.

LGBT Social Hour
Friday 6:45 – 7:45 PM

Club PoCC
Friday 9:00 PM – 12:00 AM

PoCC Networking Coffee Breaks and Book Signings
Thursday 9:15 – 10:00 AM
Friday 10:30 – 11:00 AM
After the opening ceremonies and general sessions, grab a cup of coffee or tea and network before heading off to the next conference activity.

Fun Run/Walk/Roll and Wellness Classes
Thursday, Friday, and Saturday 6:00 – 7:00 AM
Join fellow attendees for a refreshing start to the day with a fun run/walk/roll, Zumba, or yoga class.

Expanded Workshop Blocks
New this year, we are offering more opportunities for learning. You can now choose from six different one-hour workshop blocks. The full list of workshops is at pocc.nais.org.

Free Livestream for NaIS Members
If you or your colleagues are unable to join us in Anaheim, take advantage of a free livestream of our general session speakers. Learn more at pocc.nais.org.

PoCC Mobile App
Don’t forget to fill out your profile and connect with your peers at the conference! The app is a great way to stay organized, find activities, and make lasting connections at PoCC. The app will be available to download in October.

PoCC Food Trucks
Experience local cuisine at lunch on Thursday via food trucks provided through a partnership between PoCC and the Anaheim Convention Center. Each registered PoCC attendee will receive one $15 voucher to use at the food trucks and other outlets in the convention center.

Community Engagement Initiative
The NaIS Equity and Justice Team has created the Community Engagement Initiative (CEI) to establish a more permanent relationship with the PoCC host city and to advance each region’s specific educational equity, diversity, and inclusion needs and interests. Members of the PoCC Local Committee in Anaheim have agreed to an initiative that focuses on empowering students to raise their voices to address local issues.

This year, three groups are partnering on a pilot equity and justice leadership program for interested independent school students from the greater Los Angeles area. The partners are Southern California People of Color in Independent Schools (SoCalPOCIS), Independent School Alliance of Minority Affairs (ISA), and the Empowerment and Engagement Coalition (ECC). The goals of the pilot program, which will run through June 2018, include:

- extending the learning started at SDLC;
- providing skill-building and leadership opportunities for students who could not attend SDLC;
- developing student voices, autonomy, and activism using a design thinking framework; and
- helping students identify and address issues of inequality and injustice in the greater Los Angeles area.

After evaluating the pilot, the CEI will look into the possibility of implementing a sustainable, ongoing version of the program. To learn more, visit the Anaheim Community Engagement Initiative booth in the PoCC Hub, or go to pocc.nais.org.

All events take place in the Anaheim Convention Center unless otherwise noted.
The PoCC Hub will serve as the central meeting place for attendees. In the Hub, you will have the opportunity to participate in a variety of educational programming and networking activities. You can also visit with representatives from various companies and nonprofit organizations that value equity and social justice, and offer cutting-edge products and services in the education space. Visit poccc.nais.org often for information about new programs and events in this year’s Hub.

**NAIS MEMBER RESOURCE CENTER**
Visit the Member Resource Center to learn about Data and Analysis for School Leadership (DASL), Inspiration Lab, NAIS Connect online communities, the NAIS Career Center, and more. Get all your questions answered and participate in hands-on demonstrations.

**PoCC BOOKSTORE**
Take advantage of this great opportunity to pick up books by many of the outstanding conference speakers as well as publications related to social justice and equity in education.

**PoCC NETWORKING LUNCH**
Join us on Friday for a complimentary lunch to celebrate you and how important you are to the mission and vision of NAIS!

**LEARNING LABS**
Stop by for unique workshops or “Stop + Learn Presentations” — quick sessions that offer tricks of the trade and insider tips from experts in the field.

**PoCC MAKERSPACE**
Experience innovation and creativity in action in this vibrant space, which hosts discussions, demonstrations, workshops, and resources. Consider ways that makerspaces can help reduce the digital divide and nurture a vision of tech/STEM competence in children of color. Also find out how your school can use spaces like these to prototype solutions that address equity-related opportunities and challenges in your community and beyond.

**WELLNESS ZONE**
Keep in mind that research confirms both the deleterious effects of discrimination on people of color and the benefits of sustained self-care. Take time to get a massage, try healthy snacks, and participate in important screenings. Share wellness practices that work for you. Then take home related resources and inspiration to reinforce self-care. In the words of poet and civil rights activist Audre Lorde, it is “not self-indulgence, it is self-preservation, and that is an act of political warfare.”

**NAIS INNOVATION KITCHEN**
Come see what’s cookin’ in the Innovation Kitchen! It fosters and incubates ideas to solve the most pressing challenges facing independent schools. Join us to reimagine schools as models of racial equity, justice, and inclusion; build the capacity of leaders and teams to make progress toward these goals; and celebrate the successes in many independent schools.
**GENERAL SESSIONS**

**TA-NEHISI COATES**
**SATURDAY 11:15 AM – 12:30 PM**
Ta-Nehisi Coates is the author of the No. 1 *New York Times* bestseller *Between the World and Me*, a finalist for the National Book Award. A national correspondent for *The Atlantic*, Coates won the National Magazine Award, the Hillman Prize for Opinion and Analysis Journalism, and the George Polk Award for his *Atlantic* cover story “The Case for Reparations.” He is also a recipient of the MacArthur Fellowship known as the genius grant.

**MARIA TERESA KUMAR**
**FRIDAY 5:30 – 6:45 PM**
Recognized as one the most influential American Latinos under 40 and as a top Latina in government and politics, Maria Teresa Kumar is the founding president and CEO of Voto Latino. It’s a national civic-engagement organization that targets acculturated American Latino youth. Kumar is also an Emmy-nominated contributor to MSNBC and host of MSNBC.com’s new show *Changing America*.

**KIMBERLÉ CRENSHAW**
**THURSDAY 8:00-9:15 AM**
American civil rights advocate Kimberlé Crenshaw is a leading scholar of critical race theory. She is a full professor at the UCLA School of Law and Columbia Law School, where she specializes in race and gender issues. Crenshaw is known for introducing intersectional theory, the study of how overlapping or intersecting social identities— and particularly minority identities— relate to systems and structures of oppression, domination, or discrimination.

**DALIA MOGAHED**
**THURSDAY 5:00 – 6:15 PM**
Dalia Mogahed directs pioneering research and provides thought leadership on American Muslims. With John L. Esposito, she coauthored *Who Speaks for Islam? What a Billion Muslims Really Think*. Director of research at the Institute for Social Policy and Understanding, Mogahed is a frequent contributor of commentary to global media outlets and international forums.

**ANITA SANCHEZ**
**FRIDAY 9:15 – 10:30 AM**
Anita Sanchez—a transformational leadership consultant, speaker, and coach—is the author of the new book *The Four Sacred Gifts: Indigenous Wisdom for Modern Times*. She bridges indigenous teachings with the latest science to inspire and equip women and men to enjoy meaningful, empowered lives and careers. Sanchez is also a member of the Transformational Leadership Council with luminaries such as Jack Canfield, Marianne Williamson, and John Gray.

**SDLC KEYNOTE**
**DERAY MCKESSON**
**FRIDAY 8:30 – 9:30 AM**
DeRay Mckesson is an organizer, activist, and educator focused primarily on issues of innovation, equity, and justice. Born and raised in Baltimore, he has served as an educator, student leader, and founding director of an after-school/out-of-school program. Spurred by the death of Michael Brown and the subsequent protests in Ferguson, Missouri, Mckesson has become a leading voice in the effort to confront the systems and structures that lead to the mass incarceration and police killings of black and other minority populations.
CONFERENCE SPEAKERS

ERIC LIU
THURSDAY 11:15 AM – 12:15 PM
Author, educator, and civic entrepreneur Eric Liu is the founder of Citizen University, which teaches the art of creative citizenship. He has brought his message of possibility and connection to a wide range of settings—from the World Economic Forum to the Seeds of Compassion event with the Dalai Lama, and from colleges and corporations to grassroots community organizations.

NATALIE NIXON
THURSDAY 3:45 – 4:45 PM
Natalie Nixon is a design strategist and a hybrid thinker who helps organizations accelerate innovation and growth by developing meaningful strategy through design thinking and ethnographic research. She applies her diverse background in service design, anthropology, and fashion to help clients with culture transformation, leadership development, ideation sessions, and envisioning labs.

FEATURED WORKSHOPS

School Visits allow independent and special-focus schools to host conference attendees for tours and conversation about each institution’s unique mission and cultures. School Visits also let participants and hosts engage in an idea exchange about how equity, diversity, and multicultural education are manifested in school life and culture. You may choose one of these schools to visit.

Campbell Hall
Established in 1963, Campbell Hall is a community of inquiry for grades K–12 that inspires its students, faculty, administrators, and parents to explore the world with open hearts and curious minds. Students’ spiritual development is the centerpiece of the mission.

Oakwood Elementary School
Committed to fostering an inclusive academic and social environment, Oakwood sees the work of diversity as much more than monitoring numbers. It strives to broaden its curriculum to reflect the increasingly diverse nature of American society as well as the globalization of the world.

Wildwood School
Wildwood is a K–12 school that cultivates reflective scholars, bold innovators, and compassionate leaders equipped with the skills, ethics, and inspiration to transform their world.

New Roads School
No less than 40 percent of New Roads’ tuition budget is devoted to need-based financial aid each year, allowing the K–12 college preparatory school to provide financial assistance to more than 50 percent of its families.

PS#1 (Elementary)
PS#1 combines excellence in academics with joyful learning and a sense of community. The environment encourages personal reflection and social interaction on a scale that makes sense to young children in grades K–6.

Vistamar School
Vistamar prepares students in grades 9–12 to contribute and excel in higher education and in life. Its intimate atmosphere fosters initiative, responsibility, knowledge of self, and connections to others.

New Horizon School, Irvine
New Horizon provides students in grades PS–6 with an excellent academic education while fostering a dedication to God through virtuous living in a progressive Islamic environment. It seeks to develop in students a positive identity as American Muslims while preparing them to succeed as leaders in tomorrow’s world.
ES1. Building Bridges: Unlearning Anti-Blackness Within Communities of Color

**PRESENTERS:** Jacqueline Thompson, Alta Vista School (CA); Rochelle Reodica, San Francisco University High School (CA); Tinia Merriweather, Ethical Culture Fieldston School (NY)

How does Anti-Blackness divide us? How can we build power together? Through discussion centered on black and Asian-American/Pacific Islander (AAPI) communities, this interactive seminar will explore how white supremacy affects the relationships between people of color. You will reflect on your racial identity and life experiences to begin to dismantle Anti-Black narratives. Then you will engage in honest and complex cross-racial dialogue as we rededicate ourselves to an inclusive fight for social justice.

To allow you to share unique experiences, this seminar will include focused breakout groups—one for AAPI educators, one for black educators, and additional groups as needed. You and all other participants will then come together to share-out your reflections and examine what keeps communities of color from showing up for each other. Together, we will strategize about ways to make a greater collective impact in our independent school communities and beyond.


**PRESENTER:** Shakil Choudhury, Anima Leadership

In this award-winning training session, you will explore how the unconscious mind dominates in human interactions, especially those related to perpetuating racism and Islamophobia. This interactive seminar will demonstrate how you can advance racial justice education by integrating neuroscience. You’ll learn strategies that reduce resistance and backlash by learners, especially by those with the most privilege, and avoid common activist traps that unwittingly support oppression, cynicism, and burnout.

ES3. From Diversity Practices to Strategic Diversity Initiatives: The Path to a Sustained, Inclusive Culture

**PRESENTER:** Andre Withers, The Madeira School (VA)

Although no single recipe for diversity, equity, and inclusion (DEI) is right for every school, all diversity practitioners (and their allies) must approach their work from a strategic vantage point. If your school needs more faculty of color, you should take a systems approach to hiring. If you want to improve cultural competence, you must rethink professional development for all faculty and staff. This seminar draws on change management research plus principles of strategic planning and systems of operation within schools. Working from that foundation, you’ll understand how to identify a sound DEI practice and develop sustained protocols so that DEI naturally becomes a recurring practice in your school.

ES4. Measuring Equity and Inclusion: Assessment and Accountability for Institutional Growth

**PRESENTER:** Alison Park, Blink Consulting

Learn how institutional assessment of equity and inclusion can help you see how well your community is fulfilling the educational promise you make to every student and family. This seminar will build your understanding of what assessing equity and inclusion involves; why it’s vital; and how other schools and organizations are assessing their equity and inclusion growth, efficacy, strengths, and needs. The session will draw from specific case studies, principles of effective practices, and participant questions. Then it will show how your commitment to assessing equity and inclusion is its own professional growth process—a process that enhances your school’s understandings, tools, and capacity to know where it is now compared to where it envisions being in the future.
PoCC PRECONFERENCE EVENTS
FULL-DAY EQUITY SEMINARS

ES5. Access, Privacy, and Security: Examining Our Digital Lives as Educators of Color
PRESENTERS: Sherri Spelic, American International School Vienna (Austria); Chris Gilliard, Macomb Community College; Bill Fitzgerald, Common Sense Media

In the information economy, data have become the new gold. How can we as educators, as people of color, and as citizens ensure adequate access and sufficient privacy in our digital day-to-day lives? This seminar will provide you with critical insights about the digital tools you use and the vast streams of data you create as a result. Through hands-on practice, meaningful discussion, and expert facilitators, you’ll grow your understanding of the fine-print realities of your online life and gain an introduction to possible security measures for home and school.

ES6. Advanced Facilitation Skills for People of Color Navigating Difficult Conversations About Racism, White Privilege, and Oppression
PRESENTER: Natalie Thoreson, inVision Consulting

This seminar is for people of color who, formally or informally, engage in facilitating social justice interactions and difficult conversations related to racism and oppression.

In this skill-building workshop, you will grow your ability in—and deepen your comfort with—clearly defining, explaining, and discussing the construction of oppression with individuals at varying levels of experience. You’ll witness and learn how to establish and hold safe(r) spaces for dialogue, enabling groups to lean into discomfort. You’ll also study and practice using facilitation tools and various methodologies that you can apply one-on-one and in large and small groups when leading meaningful, effective conversations related to racism and oppression. Finally, you will address challenges that are unique to people of color who engage in difficult conversations, including the need for performing self-care and maintaining safety.

ES7. Ally Is a Verb: The Role of White Educators at PoCC and Beyond
PRESENTERS: David Byrnes, The Nightingale-Bamford School (NY); Elena Jaime, Little Red School House & Elisabeth Irwin High School (NY); Randy Clancy, Benny Vasquez, and Anshu Wahi, CARLE Institute

This seminar, intended for white participants, will cover why and how white educators can better support equity and justice initiatives in schools. The focus is on the importance of white affinity work and the development of accountable cross-racial partnerships.

Topics include how white educators can deepen their understanding of race and racism, whiteness, and the potential for transformative pedagogy by working with each other to develop their identities as anti-racist educators; the history of institutional racism and its current manifestations in the U.S.; the role of white educators at PoCC and beyond; and why it’s important for white educators to examine their own racial identity. Participants will learn how to support each other in their ongoing work to understand the impact of race and racism on their lives and teaching practice.

ES8. Building Equity, Justice, and Community for LGBTQ People of Color in Independent Schools
PRESENTERS: Philip McAdoo, Sidwell Friends School (DC); Quinton Walker, University School of Nashville (TN)

Lesbian, gay, bisexual, transgender, and queer (LGBTQ) people of color often possess a heightened sense of awareness about marginalized groups; the impact of racism, sexism, and homophobia; and issues of equity and inclusion in independent schools. In this seminar, LGBTQ people of color educators will reflect on their experiences in independent schools. Participants will explore the intersection of their identities—those related to race, sexual orientation, and gender—within the context of independent schools’ educational philosophies and practices. The purpose is to use this seminar to develop a network of support for LGBTQ people of color. Together we will brainstorm to create a strategic plan for initiatives that support LGBTQ people of color and educate administrators, teachers, and students in independent schools.

ES9. Code-Switching 2.0: Doing the Right Things Right From Multiple Vantage Points
PRESENTER: Hazel Symonette, University of Wisconsin-Madison

If you want to improve your roles and practices concerning cultural responsiveness, this experiential session will help you break new ground. Explore ways to deepen, anchor, and illuminate your core values, beliefs, expectations, and orientations as you access empathy to extend your own borders—that is, the boundaries of self. This session uses integral theory and culturally responsive self assessment resources from the presenter’s original research.

This seminar will help you build skills and competencies that forge critical pathways toward ethical practice, inclusive excellence, and social justice in schools and other organizations. You will emerge from this experience strengthened in self empathy and social empathy. You’ll also be empowered to provide “helpful-help” in teaching, evaluation, advising, and other educational contexts.

ES10. A Conversation: The Fluidity of Gender, Racial, and Sexual Identities in Young People Today
PRESENTERS: Morgan Darby, The Children’s School (GA); Daniel Chin, Fay School (MA); Vanessa Savas, Beaver Country Day School (MA)

Young people are exploding the traditional binaries and boxes that society has used to define identity. As the understanding of gender, race, and sexual orientation as social constructs becomes more socially accepted, gender is no longer about being just male or female. Race is no longer about being just black or white. And sexuality is no longer limited to being gay or straight. Join current educators for an interactive conversation about the implications of these emerging identities and ideas in a school community.

Note: This workshop will be in four parts so that all participants can learn collectively and share unique experiences in two focused breakout groups: one for educators of color and one for white educators. All participants will then come together to share out their reflections on inclusive practices.
PRESENTERS: Elizabeth Denevi, East ED; Mariama Richards, Friends Central School (PA)
Equity work is often seen as an add-on; schools rely on the diversity director or a few key personnel to offer programming that promotes “inclusion.” Although cocurricular programming is exceedingly important, it doesn’t fully address what happens in the classroom. This session will explore the research that affirms diversity as a vital element in academic excellence. We will look at institutional and classroom practices that promote academic success for all students. By developing the skills to evaluate and assess teaching and learning on campus, we can create school communities that move beyond cultural competency and embrace a true equity pedagogy.

This workshop is based on the new book The Guide for White Women Who Teach Black Boys, created to support white women as they engage in focused inquiry around their relationships with black male students and the impact of race and racism on those relationships. Like the book, this seminar requires you to work through activities that may challenge you, to honestly reflect on who you are and where you come from, and to consider your role in possibly perpetuating an inherently white and privileged society.

The goal is to support you as a white teacher as you seek opportunities for personal growth as an educator and for encouraging the academic achievement of your black male students. While engaging in personal and professional introspective work, you’ll experience works by experts, stories by educators and students, and videos that will help personalize the educational lives of black males.

ES13. Real World “Get Out”: Film as Springboard for Cross-racial Solidarity
PRESENTERS: Liza Talusan, The Park School (MD); Shanelle Robinson, Friends Academy (NY); Steven Tejada, Maret School (DC)
The film “Get Out” by director Jordan Peele used a number of different lenses to examine race, racism, exploitation, complicity, and violence within, among, and against communities of color. Since its release, some on social media have used the phrase “sunken room” to describe the climate and conditions in which people of color experience historically white independent schools. While depicted as a horror movie, “Get Out” prompted many people of color to comment that this wasn’t horror—it was everyday existence. Many also reported that they heard different reactions depending on whether discussion of the movie took place in predominantly white or predominantly black/brown circles. We will discuss issues of race, racism, white fragility, and cross-racial interactions that are highlighted in the film and explore how they mirror our own experiences.

ES14. Seeking Cultural Competence in Hiring: Practical Methods and Strategies for Identifying the Administrators, Staff, and Faculty Needed in 21st Century Independent Schools
PRESENTERS: Cristine Clifford Cullinan, ALIVE; Actual Leadership in Vital Equity; Ruth Jurgensen, Francis W. Parker School (IL); Catherine Georges and Doug Le Blanc, The School at Columbia University (NY); Steve Morris, San Francisco School (CA)
Independent schools can no longer afford to hire faculty, administrators, and other staff who are not culturally competent. Lack of cultural competence directly affects the environment for students; it leads to lower achievement rates for underrepresented individuals and miseducation and poor role modeling for all. Hiring without cultural competence in mind also leads directly to problems with retention. Without shared responsibility for inclusion and equity, the overworked few who possess the necessary skills will often want to leave as soon as other opportunities become available.

For all these reasons, your school should view hiring for any position as an opportunity to improve cultural competency at every level. Your hiring processes should include ways to evaluate candidates’ actual knowledge, skills, and abilities to work effectively, respectfully, and inclusively with all current and future members of your school community—colleagues, students, parents, alumni, and community members. Your processes should also differentiate knowledgeable candidates from those who lack these critical skills.

PRESENTERS: Rosetta Lee, Seattle Girls’ School (WA); Jennifer Klein, PRINCIPLEd Learning Strategies; Kapono Ciotti, Wai’alae Elementary Public Charter School (HI)
Too many schools place diversity and inclusion, global programs, and teaching and learning in silos. This misses the opportunity to integrate inclusivity, global education, and culturally responsive teaching for greater strength and impact. Often, it also leaves you jockeying for resources. This seminar will provide a framework for finding common ground while recognizing where each area has a distinct role to play. It’s for teachers, global and diversity directors, and administrators who want to explore how these areas currently function and then develop a comprehensive plan to bring them together effectively. You’ll walk away with greater understanding, frameworks, and action plans.
MAKING OUR VOICES MATTER
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LEADERSHIP TEAM WELCOME

With excitement, warmth, passion, and purpose, we are eager to welcome your students to Anaheim for the 24th annual Student Diversity Leadership Conference (SDLC). Throughout the school year, students in independent schools work hard to educate their peers around issues of equity and justice. You support them in that work, and this conference was built as an extension of that support. SDLC is known for its positive impact on the students who participate and the schools they represent. The techniques of dialogue, experiential learning, and cross-cultural and interpersonal exchange have characterized the conference for nearly a quarter of a century.

This year’s theme, Making Our Voices Matter: Leading the March to Common Ground, speaks to the spirit of activism that characterizes today’s younger generation. But it also honors the rich history of civil rights that serves as an inspiration as we grapple with the issues that confront our schools, our nation, and our world today. How do we raise our voices effectively, thereby raising the awareness of those around us? In one of the most divided times in recent history, how do we remain bridge-builders and bridge-crossers as we pursue the deeper understanding and greater unity that can only come from a commitment to equity and justice?

SDLC is a multiracial, multicultural gathering of upper school student leaders (grades 9–12) from more than 300 independent schools across the U.S. SDLC focuses on self-reflecting, forming allies, and building community. Led by a diverse team of trained adult and peer facilitators, participants will develop effective cross-cultural communication skills and better understand the nature and development of effective strategies for social justice. Students will also practice self- and intergroup expression through the arts and learn networking principles and strategies. In addition to large-group sessions, SDLC is structured according to “family groups” and “home groups” to allow for small-group dialogue and sharing.

You can find more information at pocc.nais.org.

SDLC REGISTRATION

SDLC sells out quickly each year. Here is important information to keep in mind as you make your plans. All forms are at pocc.nais.org.

Who is eligible to attend: SDLC is open only to independent school students in grades 9–12 who attend an NAIS-member school, are authorized by their school’s administration, and are chaperoned by their school personnel.

How many students attend SDLC: The conference is limited to 1,600 student-participants. NAIS accepts registrants on a first-come, first-served basis.

How many of your school’s students may register: A maximum of six (6) students may register from any given school. NAIS strictly enforces this six-student registration limit.

What you must do to make sure your students are correctly registered: All necessary forms for your entire student delegation must be completely filled out and submitted together at the time of registration. Otherwise, your students’ registrations will not be processed and their spaces will not be reserved. Note that your students’ forms are not complete without required signatures from parents or guardians, so obtain the signatures before you get ready to upload your forms.

Reminders:

- All students must be enrolled at the school listed on their documents, and they must all be chaperoned by faculty personnel from that school.
- If your school brings fewer than six students to the conference, you may not give, share, or otherwise attempt to delegate so-called “unused spaces” to other schools.
- Any transgression of the six-students-per-school limit—or any other violations of the terms of the SDLC participation agreements between NAIS and delegate school, parent, or guardian—will nullify your school’s (and student’s) participation in the conference.
- If your students’ forms are not complete, your students’ spaces are not reserved.

DIVERSITY 201

Returning students who are not serving as peer facilitators may join an advanced family group called Diversity 201. Diversity 201 is a specialized experience designed to allow returning participants to dig deeper into issues of identity, power, privilege, and allyship. Registration for Diversity 201 is first-come, first-served and limited to 100 participants, with no more than two (2) participants from the same school.

Find SDLC forms, rules, and regulations at pocc.nais.org.
The Conference Venue
The Anaheim Convention Center is the primary location for all workshops and events for PoCC. The Hilton Anaheim is the primary location for SDLC. All the hotels listed below are a short walk from the convention center.

ANAHEIM CONVENTION CENTER
800 W. Katella Ave.
Anaheim, CA 92802

Hilton Anaheim
777 Convention Way
Anaheim, CA 92802

SDLC PRIMARY LOCATION
HILTON ANAHEIM
777 Convention Way
Anaheim, CA 92802

Hotel Information
Hotel reservations are handled through our registration and housing partner, Experient. You must register for PoCC/SDLC before booking a hotel room. NAIS partners only with Experient and will not use any third-party systems for hotels. Please do not give your personal information to any third-party vendors.

The hotel blocks open for reservations when registration opens on September 5.

Standard Rooms
Single/Double: $207
Triple: $227
Quad: $247

Lanai Rooms
(with sliding glass doors that open and have access to the fifth-floor sundeck)
Single/Double: $217
Triple: $237
Quad: $257

Additional Hotels
ANAHEIM MARRIOTT
700 Convention Way
Anaheim, CA 92802
Single/Double: $190
Triple/Quad: $190

SHERATON PARK HOTEL AT ANAHEIM RESORT
1855 S. Harbor Blvd.
Anaheim, CA 92802
Single/Double: $180
Triple: $200
Quad: $220

Prices do not include hotel and occupancy taxes, currently 18%.

Getting to the Conference
Getting to and traveling around Anaheim is easy, convenient, and affordable. All PoCC programming will take place at the Anaheim Convention Center. All SDLC programming will take place at the Hilton Anaheim.

Getting to Anaheim by Air
Anaheim is easily accessible by three major airports. As you decide which airport to use, consider the following advantages and disadvantages of each.

JOHN WAYNE AIRPORT (SNA)
Also known as the Orange County Airport, this one is closest to the Anaheim Convention Center and other conference hotels. It is only 12 miles away and shouldn’t take more than a 30-minute drive, even with heavy traffic. However, this airport isn’t as large as Los Angeles International Airport, so you may find it difficult to get a nonstop flight.

Shuttles: Start at $10 per person, one way
Taxi: Metered rates range from $35–$65, one way
Town car: Approximately $50–$85, one way

LONG BEACH AIRPORT (LGB)
This airport is approximately 18 miles from the conference hotels and convention center. The drive takes 40 to 45 minutes, depending on traffic. It’s smaller and less busy, so getting through security is a breeze.

Shuttles: Start at $35 per person, one way
Taxi: Metered rates range from $45–$80, one way
Town car: Approximately $90, one way

LOS ANGELES INTERNATIONAL AIRPORT (LAX)
This is the largest airport in the region, has lots of nonstop flights, and, for most people, is the best option. LAX is about 30 miles from the convention center and conference hotels. Drive time can vary tremendously depending on the day and time. The trip can take anywhere from one to two hours, so plan accordingly.

Shuttles: Start at $16 per person, one way
Taxi: Metered rates range from $90–$130, one way
Town car: Approximately $90, one way

Register by October 13 to Save!
**PoCC AT A Glance**

**WEDNESDAY, NOVEMBER 29**
- 7:00 AM-8:00 PM: Registration Open
- 8:30 AM-1:00 PM: School Visits
- 8:30 AM-4:30 PM: PoCC Preconference Equity Seminars
- 8:30 AM-4:30 PM: PoCC Affinity Group Training
- 9:30 AM-4:30 PM: The PoCC Leadership Institute for Educators of Color
- 6:00-7:00 PM: PoCC First-time Attendee Orientation

**THURSDAY, NOVEMBER 30**
- 6:00-7:00 AM: Wellness Activities
- 7:00 AM-6:00 PM: Registration Open
- 8:00-9:15 AM: PoCC/SDLC Opening Ceremonies With Kimberlé Crenshaw
- 9:15-10:00 AM: Networking Break and Book Signing With Kimberlé Crenshaw
- 9:15 AM-6:45 PM: PoCC Hub Open
- 10:00-11:00 AM: Workshop Block A
- 10:15 AM-12:15 PM: Master Class With Kimberlé Crenshaw
- 11:15 AM-12:15 PM: Workshop Block B | Featured Workshop With Eric Liu
- 12:15-1:30 PM: Lunch With Food Trucks Available
- 1:30-3:15 PM: Choir Rehearsal
- 3:00-3:30 PM: Book Signing With Natalie Nixon
- 3:15-3:45 PM: Afternoon Coffee Break
- 3:45-4:45 PM: Workshop Block C | Featured Workshop With Natalie Nixon
- 5:00-6:15 PM: PoCC General Session with Dalia Mogahed
- 6:15-6:45 PM: Book Signing With Dalia Mogahed
- 8:00-9:30 PM: Film Screening: An American Story: Race Amity and The Other Tradition

**FRIDAY, DECEMBER 1**
- 6:00-7:00 AM: Wellness Activities
- 7:00 AM-1:00 PM: Registration Open
- 8:00-9:00 AM: Workshop Block D
- 9:15-10:30 AM: PoCC General Session With Anita Sanchez
- 10:30 AM-11:00 AM: Networking Break and Book Signing With Anita Sanchez
- 11:15 AM-12:15 PM: PoCC Hub Open
- 12:15-1:30 PM: PoCC Affinity Group Session 1
- 1:30-3:15 PM: PoCC Networking Lunch in the PoCC Hub
- 3:00-3:45 PM: PoCC General Session With Maria Teresa Kumar
- 3:45-4:45 PM: Afternoon Coffee Break
- 4:30-5:15 PM: PoCC/SDLC Closing Ceremonies With Ta-Nehisi Coates
- 5:30-6:30 PM: PoCC/SDLC Ice Cream Social
- 6:30-9:30 PM: PoCC/SDLC Closing Ceremonies With Ta-Nehisi Coates

**SATURDAY, DECEMBER 2**
- 7:00-7:45 AM: Breakfast on Your Own With Chaperones
- 8:00-8:30 AM: Registration Open
- 8:30-9:30 AM: SDLC Keynote Presentation With DeRay Mckesson
- 9:45 AM-12:15 PM: SDLC Family Groups
- 10:45 AM-12:15 PM: Affinity Groups
- 12:15-1:30 PM: Student Lunch & Talent Show
- 1:45-5:15 PM: SDLC Family Groups
- 6:00-7:00 PM: SDLC Family Groups
- 7:15-10:00 PM: SDLC Ice Cream Social
- 10:15-11:00 PM: SDLC Family Groups
- 11:00 PM: Students Dismissed to Chaperones
- 11:30 PM: Hotel Curfew

**WEDNESDAY, NOVEMBER 29**
- 6:00-6:45 PM: SDLC Chaperone Orientation I (Choose one)
- 6:00-10:00 PM: SDLC Peer Facilitator Training (Dinner provided)
- 9:15-10:00 PM: SDLC Chaperone Orientation II (Choose one)

**THURSDAY, NOVEMBER 30**
- 7:00-7:45 AM: SDLC Peer Facilitator Training for Wednesday Night Late Arrivals
- 7:00-7:45 AM: SDLC Chaperone Orientation Session III (Choose one)
- 8:00-9:15 AM: PoCC/SDLC Opening Ceremonies With Kimberlé Crenshaw
- 9:45 AM-6:15 PM: PoCC Hub Open
- 10:00-1:00 PM: Student Lunch
- 1:15-5:15 PM: SDLC Family Groups
- 3:00-3:45 PM: Snack Break
- 5:30-6:30 PM: Student Dinner
- 6:45-8:00 PM: SDLC Family Groups
- 8:15-9:30 PM: SDLC Affinity Groups
- 9:45-10:00 PM: SDLC Regional Groups
- 10:00 PM: Students Dismissed to Chaperones
- 11:00 PM: Hotel Curfew

**FRIDAY, DECEMBER 1**
- 7:00-7:45 AM: Breakfast on Your Own With Chaperones
- 8:00-8:30 AM: Morning Clearing
- 8:30-9:30 AM: SDLC Keynote Presentation With DeRay Mckesson
- 9:45 AM-12:15 PM: SDLC Family Groups
- 10:45 AM-12:15 PM: Affinity Groups
- 12:30-1:45 PM: Student Lunch & Talent Show
- 2:00-4:00 PM: SDLC Affinity Groups
- 4:00-4:30 PM: Transition and Snack Break
- 4:30-5:45 PM: SDLC Family Groups
- 6:00-7:00 PM: SDLC Family Groups
- 7:15-10:00 PM: SDLC Family Groups
- 10:15-11:00 PM: SDLC Ice Cream Social
- 11:00 PM: Students Dismissed to Chaperones
- 11:30 PM: Hotel Curfew

**SATURDAY, DECEMBER 2**
- 7:00-7:45 AM: Breakfast on Your Own With Chaperones
- 8:15-9:45 AM: SDLC Closing
- 10:00-11:00 AM: Student-Led Adult/Student Dialogues (by State/Region)
- 11:15 AM-12:30 PM: PoCC/SDLC Closing Ceremonies With Ta-Nehisi Coates

(Subject to Change)
Since our start as the First National Conference for Teachers and Administrators of Color in Independent Schools in 1986, PoCC has been dedicated to nurturing the spirits and aspirations of people of color in independent schools. Join the celebration of PoCC@30!