Welcome contributions and work of independent school adults and students of color — are welcome and encouraged to attend.

We are most grateful to the Association of Independent Schools in New England (AISNE) and its executive director, Steve Clem, for invaluable support in planning for PoCC/SDLC and for serving as a sponsor of the conferences. We appreciate the support of the Boston-area heads of school who have representatives on the local committee. The Boston local committee co-chairs and members have committed their time, energy, resources, and Boston pride to the success of PoCC/SDLC, and we are grateful to them for their meritorious efforts on behalf of what we predict will be more than 3,000 conference attendees.

Welcome to Boston!

Gene Batiste
NAIS Vice President, Leadership Education and Diversity

Pat Bassett
NAIS President
The Student Diversity Leadership Conference is in its 14th year. After a transformative gathering in Seattle, we are once again calling together student leaders from around the country to continue the work of equity and justice in our schools. Many of our students went back to their schools and shared the skills and knowledge they gained at SDLC. The next phase of work will continue to take bold steps in our curricula. In Boston, we will explore the unfinished business of the civil rights legacy, taking a personal journey through identity, using dialogue and the arts as means of expression, and we will continue to stretch ourselves as we encourage participants to reflect personally, act locally, and think globally.

We are honored to bring to the table a talented and seasoned faculty consisting of independent school alums, college students who are SDLC alums, educators, and educational consultants. Conference participants will engage in important discussions, explore the possibilities of affinity grouping, and expand their networks of support, including meeting with PoCC participants in regional groupings. Our returning conference participants may have the opportunity to engage in an advanced group called Diversity 01 or to serve as peer facilitators, taking a critical role in moving and shaping the dialogue that happens on site.

In Boston, we will affirm the commitment of NAIS and its member schools to support student and diversity leadership. As we enter a new era of civil rights, the time is now for us to emerge from our past to shape our future!
<table>
<thead>
<tr>
<th>Time</th>
<th>PoCC Check In</th>
<th>SDLC Chaperone Orientation II (choose one) 7:45 AM – 8:30 AM, Westin Hotel Commonwealth BC</th>
<th>SDLC Chaperone Orientation III (choose one) 7:00 AM – 7:45 AM, BCEC Room 203</th>
<th>PoCC Choir Rehearsal 7:00 AM – 7:45 AM, Grand Ballroom</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM</td>
<td>8:00 AM – 10:00 PM, BCEC North Lobby</td>
<td>6:45 AM – 7:30 PM, BCEC Room 203</td>
<td>8:00 AM – 9:15 AM, Grand Ballroom</td>
<td>7:00 AM – 7:45 AM, Grand Ballroom</td>
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<tr>
<td>9:00 AM</td>
<td>School Visits 9:00 AM – 12:00 PM</td>
<td>Opening Ceremonies and Opening Address with Frank Wu 8:00 AM – 9:15 AM, Grand Ballroom</td>
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<td>Opening Ceremonies and Address with Maria Hinojosa, PoCC Choir, SDLC Report, Service Organization Recognition, 2008 Announcement 8:00 AM – 9:00 AM</td>
</tr>
<tr>
<td>10:00 AM</td>
<td>Adult Leadership Seminar – Developing and Mentoring Leaders of Color 9:00 AM – 5:00 PM, Room 210A</td>
<td>Tejal Book Signing &amp; Networking Coffee Break 8:00 AM – 9:00 AM, Grand Ballroom Foyer</td>
<td>Tejal Book Signing &amp; Networking Coffee Break 8:30 AM – 9:15 AM, Grand Ballroom Foyer</td>
<td>State and Regional Associations and PoCiS Meetings 3:30 PM – 4:30 PM, See page 26 for locations.</td>
</tr>
<tr>
<td>11:00 AM</td>
<td>Cambridge Academia Adventure Tour 9:00 AM – 1:30 PM</td>
<td>Affinity Group Session I (Welcome Home! Celebration) 10:30 AM – 12:00 PM</td>
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<td>Adult/Student Dialogues 10:30 AM – 11:30 AM, See page 26 for locations.</td>
</tr>
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<td>12:00 PM</td>
<td>Lunch (on your own) 12:15 PM – 1:45 PM</td>
<td>PoCC Choir Rehearsal 1:00 PM – 1:45 PM, Grand Ballroom</td>
<td>PoCC Choir Rehearsal 1:00 PM – 1:45 PM, Room 157ABC</td>
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<td>1:00 PM</td>
<td>Adult Leadership Seminar – Developing and Mentoring Leaders of Color 1:00 PM – 5:00 PM</td>
<td>Workshop Session A, Featured Speakers John Amache and Ish Jen, and Special Interest Group – Veterans of Color in Independent Schools 2:00 PM – 3:30 PM, See pages 15-18 for locations.</td>
<td>Workshop Session B and Featured Speakers Kip Fulbeck and Wilma Mankiller 2:00 PM – 3:00 PM, See page 19-22 for locations.</td>
<td>Boston Revealed Tour 1:00 PM – 5:00 PM</td>
</tr>
<tr>
<td>2:00 PM</td>
<td>Discerning Taste Culinary Tour 2:00 PM – 6:00 PM</td>
<td>Affinity Group Session II (Our Journey: Greatest Success and Challenge) 3:45 PM – 5:15 PM</td>
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<td>Pre-Banquet Gathering 6:15 PM – 7:00 PM, Grand Ballroom Foyer</td>
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<th>Peer Facilitator Training*</th>
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<tr>
<td>WEDNESDAY</td>
<td>November 28</td>
<td>BCC Room 204A</td>
<td>6:30 AM – 7:00 AM, BCeC: Room 203, 7:00 AM – 7:45 AM</td>
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<td>8:00 AM</td>
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* Chaperones must attend one of the Orientation Sessions  * for Wednesday Night Late Arrivals
Conference check-in for both conferences will be at the North Lobby of the Boston Convention and Exhibition Center at the following times:

**TUESDAY, NOVEMBER 7**
2:00 PM – 8:00 PM

**WEDNESDAY, NOVEMBER 8**
8:00 AM – 10:00 PM

**THURSDAY, NOVEMBER 9**
6:00 AM – 6:00 PM

**FRIDAY, NOVEMBER 30**
6:00 AM – 5:00 PM

**SATURDAY, DECEMBER 1**
8:00 AM – 12:00 PM

Affinity group sessions are designed to help conference participants develop their own racial/ethnic identity. Led by a team of professional and peer facilitators, the curriculum for this year’s affinity group work includes four sessions with opportunities to celebrate, share successes and challenges, participate in cross-cultural community dialogue, and engage in adult/student discussions based on racial/ethnic and gender identity.

The overarching vision for PoCC affinity group work includes the following goals:

- providing a safe environment where people who share a racial/ethnic identity can come together to build community, fellowship, and empowerment;
- facilitating opportunities for affirming, nurturing, and celebrating; and
- discussing issues related to racial/ethnic identity development.

NAIS supports the development and operation of racial/ethnic affinity groups at PoCC. Affinity group sessions are designed for conference participants to develop their own racial/ethnic identity rather than a time to learn about other racial/ethnic groups. The qualitative difference between PoCC affinity group work and other aspects of the conference is that safety and trust with each racial/ethnic affinity group must and will be fostered, expected, and assured by each member to explore shared racial/ethnic identity development.

See “Supplemental Affinity Group Work at PoCC” handout in your conference bag for an expanded explanation of this important work, with instructions, room locations, and listings of professional and peer facilitators.

*Developed by members of NAIS’s Call to Action, July 2007.*

PoCC affinity groups meet at the following times with the following themes:

**THURSDAY, NOVEMBER 9**
10:30 AM – 12:00 PM
Affinity Group Session I
Welcome Home Celebration

3:45 PM – 5:15 PM
Affinity Group Session II
Our Journey: Greatest Success and Challenge

**FRIDAY, NOVEMBER 30**
2:00 PM – 3:30 PM
Affinity Group Session III
Building Community
Welcome to My House
(Racial/Ethnic Cross-Cultural Dialogue)

**SATURDAY, DECEMBER 1**
8:00 AM – 9:00 AM
Affinity Group Session IV
Adult/Student Discussions within Race/Ethnicity and Gender
WORKSHOPS, FEATURED SPEAKERS, AND DIALOGUE SESSION

**Workshops**
PoCC 2007 attendees can choose from sixty 90-minute workshops offered in three time slots during the conference. Practitioners and experts will present workshops in the areas of:

- **People of Color in Leadership: Pathways and Programs to Success**
- **Nurturing Our Soul: Self Care, Strategies for Success**
- **Expanding Our Tool Box: Curricular and Professional Skills for Excellence**
- **Building Inclusive Communities for People of Color: Programs and Initiatives to Strengthen People of Color in Independent Schools**
- **Exploring Racial/Ethnic Identities for People of Color: Our Many Journeys and Stages**

**Featured Speakers**
Two featured speakers will present during each workshop block, giving conference attendees expanded choices and an opportunity to hear from noted people of color from diverse fields and backgrounds.

**Dialogue Session**
A long-standing feature of PoCC/SDLC with a new approach, the Saturday Adult/Student Dialogues are an opportunity for PoCC attendees to learn from SDLC delegates. Led by students, the dialogue groups meet by home state or region. They explore conference themes and provide support to students as they develop their advocacy and leadership. Using skills cultivated during SDLC, students will facilitate a dialogue on applying strategies from both conferences. This session gives students an important voice as advocates for diversity, multiculturalism, and global citizenship. **Attendance by adults is vital to the success of this session.**

HOW TO GET THE MOST OUT OF POCC

For 20 years, PoCC has nurtured and sustained people of color in independent schools. The creation of this sanctuary is possible because of the participants' acceptance of cherished community norms. Speakers, affinity group work, and workshop presenters will not only inform participants, but also challenge them to think in different and new ways. Conference attendees will have the opportunity to network and build connections with others who are committed to building and sustaining inclusive independent school communities for people of color.

In order to maximize the conference experience, participants are expected to lean into discomfort and accept conflict as a catalyst for change. To do this effectively, participants must be fully present, they must suspend judgment of themselves and others, and they must listen and think before speaking from their own perspectives. Participants' commitment to honor confidentiality fosters this respectful community. Attendees of the conference will leave energized and recommitted to creating inclusive school communities.

We also ask that you plan to arrive and depart so as to experience the full conference and the rich variety of sessions. **Developed by members of NAIS’s Call to Action, July 2007.**
HIGHLIGHTS AND NEW FEATURES

Information Booth and Workshop Presenter Check In
NORTH LOBBY
Stop by for program or logistics information, NAIS materials, and workshop presenter check in and evaluation packet pick up.

Cyber Café
GRAND BALLROOM FOYER
PoCC attendees are invited to take advantage of the PoCC Cyber Café during lunch and breaks.

NAIS Bookstore
GRAND BALLROOM FOYER
A wide range of books and materials on people of color and on building and sustaining inclusive school communities and the works of keynote and featured speakers are available at the NAIS Bookstore, which will be open at the following times:

THURSDAY
7:30 AM – 5:00 PM
FRIDAY
7:30 AM – 5:00 PM
SATURDAY
8:30 AM – 1:00 PM

Performing Arts Groups
NAIS is honored to present the following Boston area independent school and citywide performing arts groups during the conferences:

- Outkast of Phillips Exeter Academy (NH)
- Rejoice! Gospelfest Mass Choir, with Dana Hall (MA), Beaver Country Day School (MA), Brooks School (MA), Concord Academy (MA), and Brimmer and May School (MA)
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PoCC Choir
The PoCC choir under the direction of Charles Owens, Assistant Dean of Pluralism and Multicultural Affairs, Lake Forest Academy (IL), and accompanied by William Rollins, a parent at the Winsor School (MA), is comprised of PoCC attendees who volunteer to raise their voices in song. Rehearsal times are allocated throughout the conference. The PoCC choir presentation of diverse selections during the Closing Ceremonies will provide a wonderful celebration and the sending forth of PoCC and SDLC participants.

Networking Coffee Breaks
GRAND BALLROOM FOYER
Following the Opening Ceremonies on Thursday and the General Session on Friday, grab a cup of coffee and a chat before heading off to the next conference activity.

State and Regional Informal “Meet and Greet”
THURSDAY, November 29
5:30 PM – 6:30 PM
See page 18 for locations.
Stop by and informally meet colleagues from your state or region.

Club PoCC
THURSDAY, November 29
9:30 PM – 11:00 PM
For Adult Participants Only
SPONSORED BY CAL/WEST EDUCATORS PLACEMENT
GRAND BALLROOM FOYER
Join us for Club PoCC on the picturesque top level foyer

Special Interest Group for Experienced People of Color
2:00 PM – 3:30 PM
ROOM 157ABC
A new feature at this year’s PoCC will be a special interest group for our veterans of color, “Looking Back, Looking Around, Looking Forward.”

Offered in Workshop Session A, educators of color with at least 15 years of experience working in independent schools are invited to gather to both create and rekindle connections with one another. This facilitated session will allow participants to reflect on their experiences in independent schools as well as discuss what role they may play in continuing to add to the number of veterans of color in our communities.

See page 18 for a description of this unique workshop opportunity.

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See page 18 for a description of this unique workshop opportunity.
at the Grand Ballroom of the BCEC for cheese, light desserts, coffee/tea, and a cash bar, along with background and dance music by Valentina Páez and Chazz-timbal. Club PoCC will provide an atmosphere for catching up with friends and networking with conference participants.

GLBT Social Hour
FRIDAY, November 30
6:00 PM – 7:00 PM
ROOM 157ABC
For Adult Participants Only
The GLBT social hour is an opportunity for adult gay, lesbian, bisexual, and transgender PoCC participants to come together in a safe and relaxing environment to talk, network, and share GLBT issues facing independent schools. Come join us for a drink before the conference banquet! (cash bar)

Pre-Banquet Gathering
FRIDAY, November 30
6:15 PM – 7:00 PM
GRAND BALLROOM FOYER
Stop by for a libation (cash bar) to celebrate and network with other conference attendees prior to the PoCC Banquet.

POCC CELEBRATES 20 YEARS!

PoCC/SDLC Conference History

<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
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<tbody>
<tr>
<td>1986</td>
<td>RESTON (VA)</td>
<td>The First National Conference for Teachers and Administrators of Color in Independent Schools</td>
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<tr>
<td>1989</td>
<td>PHILADELPHIA (PA)</td>
<td>Common Ground</td>
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<td>1990</td>
<td>LOS ANGELES (CA)</td>
<td>Unity in the Midst of Diversity</td>
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<td>1991</td>
<td>NEW YORK CITY (NY)</td>
<td>From Thought to Action</td>
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<td>1992</td>
<td>ATLANTA (GA)</td>
<td>Vision 2020</td>
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<td>1993</td>
<td>ST. PAUL (MN)</td>
<td>Seeing Beyond — Becoming Advocates for Creating Multicultural Educational Institutions</td>
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<td>1994</td>
<td>ALBUQUERQUE (NM)</td>
<td>Los Colores de la Educación — Continuing to Build Environments in Independent Schools That Address the Needs and Issues of Children and Adults of Color</td>
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<tr>
<td>1995</td>
<td>PHILADELPHIA (PA)</td>
<td>Lighting the Way to the Millennium: Ourselves, Our Children, Our Schools</td>
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<td>1996</td>
<td>BALTIMORE (MD)</td>
<td>A Vision for Building New Alliances</td>
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<td>1999</td>
<td>SAN FRANCISCO (CA)</td>
<td>Mosaic: Connecting Communities for Action</td>
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<td>2000</td>
<td>NASHVILLE (TN)</td>
<td>The Children Are Our Business</td>
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<td>2001</td>
<td>PROVIDENCE (RI)</td>
<td>Connecting Cultures, Connecting Worlds</td>
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<td>2002</td>
<td>CHICAGO (IL)</td>
<td>Bridging Cultures, Sharing Stories</td>
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<td>2003</td>
<td>HONOLULU (HI)</td>
<td>E Huaka‘i P K kou (Let’s Voyage Together), Exploring a Majority of Minorities (PoCC); X Marks the Spot: Journey to a New Revolution (SDLC)</td>
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<td>2004</td>
<td>MIAMI (FL)</td>
<td>Miami: Gateway to Multiculturalism (PoCC); Connecting to Self, Connecting to Others: Eleven Years of Diversity and Advocacy Training for Independent School Students (SDLC)</td>
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<tr>
<td>2005</td>
<td>DALLAS/FORT WORTH (TX)</td>
<td>At the Crossroads: Deepening Perspectives through the Cultural Kaleidoscope (PoCC); Collide-o-scope: Twisting Lenses, Seeing Change (SDLC)</td>
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<tr>
<td>2006</td>
<td>SEATTLE (WA)</td>
<td>Nourishing Ourselves for the Swim Upstream, The Emerald City: Seattle, Washington (PoCC); Upstream, Uphill, Up to Us: Preparing Ourselves for the Challenges Ahead (SDLC)</td>
</tr>
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In 2004, Frank H. Wu became the ninth dean of Wayne State University Law School in his hometown of Detroit after nine years on the law faculty of Howard University. He’s been an adjunct professor at Columbia University, visiting professor at University of Michigan, and teaching fellow at Stanford University. Wu is the author of Yellow: Race in America Beyond Black and White and co-author of Race, Rights and Reparation: Law and the Japanese American Internment. He’s written articles for the Washington Post, Detroit Free Press, Chicago Tribune, Baltimore Sun, Chronicle of Higher Education, Legal Times, and Asian Week. Wu is a trustee of Gallaudet University, the only U.S. university primarily for deaf and hard of hearing students. D.C. Mayor Anthony Williams appointed Wu chair of the D.C. Human Rights Commission, 2001-02. Wu is a board member of the Leadership Conference on Civil Rights Education Fund, elected member of the American Law Institute, fellow of the American Bar Foundation, and member of the Committee of 100, a civic group founded by Yo-Yo Ma, I.M. Pei, and others to promote Asian-American political participation. Black Issues in Higher Education named him one of the top 20 scholars in the nation. He’s appeared on the Oprah Winfrey Show, Now with Bill Moyers, Lehrer Newshour, O’Reilly Factor, Book Notes with Brian Lamb, Talk Back Live on CNN, NPR, Voice of America, and Fox Movie Channel.

Mr. Wu will sign copies of selected works following his presentation.
Tarun Tejpal is both a journalist and a publisher. In a career that spans 22 years, he has been an editor with the India Today and Indian Express groups, and the managing editor of Outlook, one of India’s premier news-magazines. Published around the globe, Tejpal has written for The Paris Review, The Guardian, The Financial Times, and Prospect. In March 2000, he left Outlook to start Tehelka.com, a news-and-views magazine on the Internet that has broken ground with its sting investigations. In 2001, Asiaweek listed Tejpal as one of Asia’s 50 most powerful communicators, and Businessweek declared him among 50 leaders at the forefront of change in Asia. Tehelka.com has garnered worldwide acclaim for its journalism, and is seen as one of the seminal websites of world media. After three years of gross victimization by the Indian establishment, Tejpal and his team relaunched Tehelka in January 2004 as a national weekly paper, uniquely funded by the advance subscriptions of its supporters. Each week, more than 100,000 people read Tehelka weekly newspaper, a well-rounded periodical with public interest at its core and a readership that continues to grow by leaps and bounds.

Mr. Tejpal will sign copies of selected works following his presentation.

Award-winning filmmaker and multiracial advocate, Kip Fulbeck is the world’s foremost artist exploring multiracial Asian-American identity. His versatility includes motivational speaking, stand-up comedy, poetry slams, identity workshops, and diversity training — always featuring his hilarious short films Banana Split. Some Questions for 28 Kisses; Sex, Love, & Kung Fu; and Lilo & Me. Full of contemporary pop culture references as well as intimate family history, Fulbeck’s work speaks to the young and not-so-young, the cool and not-so-cool, inviting them to explore how our own stereotypes and opinions on interracial dating, gender roles, and personal identity are formed. A professor and chair of art and an affiliate faculty of Asian-American Studies and Film Studies at the University of California, Santa Barbara, Fulbeck has performed and exhibited in venues across the U.S. and in more than 20 countries, including the Museum of Modern Art, the Singapore International Film Festival, the World Wide Video Festival, PBS, and the Whitney Museum of American Art Biennial. He has twice keynoted the National Conference on Race in Higher Education to standing ovations, directed 13 independent videos, and authored the critically acclaimed novel Paper Bullets: A Fictional Autobiography. His new book Part Asian, 100% Hapa features portraits of multiracial people of Asian/Pacific Islander descent.

Mr. Fulbeck will sign copies of selected works following his presentation.

Marcus Mabry is International Business Editor of The New York Times. Prior to coming to The Times in July 2007, Mabry spent 19 years at Newsweek. Mabry’s latest book, published in 1995 when he was 28 years old, is the memoir White Bucks and Black-Eyed Peas: Coming of Age Black in White America (Scribner’s), which retells his journey from poverty and welfare, to prep school, Stanford, and the largely white world of mainstream media. The winner of numerous journalism prizes—including the New York Association of Black Journalists’ Trailblazer and Personal Commentaries awards—Mabry was also the 1999-2000 recipient of the prestigious Edward R. Murrow Press Fellowship at the Council on Foreign Relations in New York. A native of Trenton, New Jersey, he graduated with honors from The Lawrenceville School in 1985, and from Stanford University in 1989 with B.A. degrees in English and French literatures and International Relations and a Masters with distinction in English. He also studied at the Sorbonne and the Institut des Etudes Politiques de Paris. He is Chairman of the Board of The Albert G. Oliver Program. He serves on the board of The Lawrenceville School, where he is the school’s second African-American — and first openly gay — trustee. He is co-founder of the National Association of Black Journalists’ Gay and Lesbian Task Force.

Ms. Mabry will sign copies of selected works following her presentation.

Maria Hinojosa is an award-winning journalist and author. She is senior correspondent for the Emmy-winning PBS newsmagazine NOW, managing editor and anchor of National Public Radio’s Latino USA, and former CNN correspondent. Her style is decidedly earthy and real, raising issues through the stories of unsung heroes. Hinojosa’s unique perspective from the frontlines of real life issues in America today makes audiences both laugh and cry while she tells the stories of being a mom and working journalist in today’s turbulent world. She has garnered many awards and honors, including the Ruben Salazar Award from the National Council of La Raza, an award that recognizes a journalist’s outstanding body of work. Working Mother magazine named her one of the “25 Most Influential Working Mothers in America” and Hispanic Business magazine has named her one of the 100 most influential Latinos in the United States three times. In 1999, Hinojosa shared her personal experiences as a Mexican-American career woman, wife, and mother living in New York in her critically acclaimed memoir, Raising Raul: An Adventure Raising Myself and My Son. This was her second foray into the book world — in 1995 she published Crews: Gang Members Talk with Maria Hinojosa, a book based on her award-winning NPR report.

Ms. Hinojosa will sign copies of selected works following her presentation.
As described in his *New York Times* best-selling book, *Man in the Middle*, John Amaechi went from being an awkward, overweight kid in Manchester, England, to becoming the first NBA player from Great Britain. Along the way he endured endless obstacles — his father abandoned him, he got cut from his first college team, he faced a life-threatening injury, and he lost his mother — all while protecting a secret that could have ended his career: Amaechi is gay. He is the spokesperson for the Human Rights Campaign’s Coming Out Project, a program designed to help gay, lesbian, bisexual, and transgender people come out and live openly. In the UK, Amaechi is a regular sports and current affairs pundit for the BBC, ITV, and Sky as well as a presenter on a range of radio and television programs, including ITV’s ongoing *Britain on the Move* series and Channel 5’s weekly *Sport on Five*. In addition to maintaining broadcast interests in the United States, Amaechi is currently the face of Sport England’s latest “Everyday Sport” campaign as well as an ambassador for London’s 2012 Olympic bid. He founded the ABC Foundation, which aims to increase youth participation in physical activity and holistic support services while helping young people broaden their horizons and strive for excellence. The foundation’s first sports center for children, the Amaechi Basketball Centre, opened in 2002 in Manchester.

Ms. Jen will sign copies of selected works following her presentation.

GISH JEN
Featured Workshop Speaker
THURSDAY Session A
2:00 PM – 3:30 PM

Wilma Mankiller was the first female elected deputy chief and first female principal chief of the 220,000-member Cherokee Nation. Her areas of expertise include community development, public relations, tribal governance, leadership, writing, and the conceptualization and development of an extensive array of projects for children and youth. Mankiller co-chaired a national conference between tribal leaders and cabinet members that helped establish an Office of Indian Justice within the U.S. Department of Justice. She met with Presidents Ronald Reagan, George H. W. Bush, and Bill Clinton at the White House to present critical tribal issues. She helped obtain Congressional appropriations to build an $11 million Job Corps Center in Tahlequah (in Cherokee County, OK), as well as a homeless shelter for youth of all races. She has saved the Cherokee Nation millions of dollars in state taxes, helped establish Cherokee Nation Enterprises, set up several rural healthcare facilities, and served as the first director of the Cherokee Nation Community Development Department. Mankiller holds 18 honorary doctorates from such institutions as Cornell University, Yale University, Boston University, Williams College, and Northeastern University. Wilma Mankiller was the first female principal chief of the 220,000-member Cherokee Nation. Her areas of expertise include community development, public relations, tribal governance, leadership, writing, and the conceptualization and development of an extensive array of projects for children and youth. Mankiller co-chaired a national conference between tribal leaders and cabinet members that helped establish an Office of Indian Justice within the U.S. Department of Justice. She met with Presidents Ronald Reagan, George H. W. 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Ms. Mankiller will sign copies of selected works following her presentation.

WILMA MANKILLER
Featured Workshop Speaker
THURSDAY Session B
10:30 AM – 12:00 PM

An award-winning journalist and author, Cora Daniels has published articles in *Fortune, The New York Times*, *Essence*, *O: The Oprah Magazine*, *USA Today, Heart & Soul, FSB: Fortune Small Business*, and *Savoy*. A former staff writer at *Fortune* and editor at *Working Mother* magazine, Daniels is currently a contributing writer for *Essence*. A sought after expert on diversity and business issues, she has served as a commentator on ABC News, CNN, CNBC, BET, NPR, and *The Charlie Rose Show*. Her first book, *Black Power*, was dubbed “thought provoking” by *The Washington Post* and a “must read” by *Black Issues Book Review*. In it, Daniels explored the emergence of a new black elite that views business and economics as the true base of U.S. power, rather than politics. Her much-anticipated second book, *Ghettoation: A Journey Into the Land of Bling and Home of the Shameless*, describes the lure of the ghetto lifestyle and how it has contributed to the decline of American culture. A call for action, *Ghettoation* stirs up opinions with the purpose of furthering debate on a topic that is profoundly affecting our culture. Daniels has been called dynamic, perceptive, and a powerful voice on personal journeys from the streets of the South Bronx to the boulevards of exclusive worlds. She has performed at numerous venues throughout the country, including educational institutions such as Cornell University, Yale University, Boston University, Williams College, and Northeastern University. Tejada graduated with Phi Beta Kappa honors from Wesleyan University in 1997 as a psychology-sociology major. After graduating, he worked on Wall Street at J.P. Morgan and Company. Pursuing his passion for working with people of color, Tejada went on to work in student of color recruitment at Connecticut College as coordinator of minority recruitment and assistant director of admission. In 1999, Tejada took on the role of director of admissions and placement at the Albert G. Oliver Program in New York City.

Ms. Daniels will sign copies of selected works following her presentation.

CORA DANIELS
Featured Workshop Speaker
FRIDAY Session B
3:45 PM – 5:15 PM

Steven Tejada is an actor, writer, speaker, and activist. He has been touring for the past four years with one-man show, “Boogie Down Journeys.” Written, directed, and performed by Tejada, the show focuses on the powerful experiences of people of color. The performance combines comedy, drama, and real emotions to discover stories of struggle, survival, love, and laughter. The monologues are reflections on personal journeys from the streets of the South Bronx to the boulevards of exclusive worlds. He has performed at numerous venues throughout the country, including educational institutions such as Cornell University, Yale University, Boston University, Williams College, and Northeastern University. Tejada graduated with Phi Beta Kappa honors from Wesleyan University in 1997 as a psychology-sociology major. After graduating, he worked on Wall Street at J.P. Morgan and Company. Pursuing his passion for working with people of color, Tejada went on to work in student of color recruitment at Connecticut College as coordinator of minority recruitment and assistant director of admission. In 1999, Tejada took on the role of director of admissions and placement at the Albert G. Oliver Program in New York City.

Ms. Tejada will sign copies of selected works following her presentation.

STEVEN TEJADA
Featured Workshop Speaker
FRIDAY Session C
3:45 PM – 5:15 PM
SPONSORED BY CARNegie, SANDoe AND ASSoCiAteS
In partnership with the California Association of Independent Schools (CAIS), NAIS hosts this leadership seminar, facilitated by administrators of color (including heads of school) and white administrator allies from California independent schools. This timely seminar will focus on cultivating and developing leaders of color, an essential step to the success of our journey toward inclusivity.

Sessions include: "What Calls you to Leadership?,” “Self-Assessment: The Change Agent,” “Leadership/Management Issues,” “Developing Relationships with Constituents,” and “Assessing Institutional Readiness.” Through work in large and small groups, as well as individual reflection and action planning, this workshop will enable participants to explore the opportunities and challenges aspiring leaders of color face in independent schools.

SEMINAR FACULTY (ABOVE FROM LEFT TO RIGHT):
Reveta Bowers, Center for Early Education (CA); Ilana Kaufman, Windrush School (CA); Jim McManus, California Association of Independent Schools; Doreen Oleson, St. Mark’s School (CA); Dave Velasquez, Brentwood School (CA); Barbara Wagner, Marlborough School (CA); John West, The Mirman School (CA)

5:30 PM – 7:00 PM
POCC NEWCOMER ORIENTATION
ROOM 210C
Attending PoCC for the first time? Come to the Newcomer Orientation session to learn more about the history and mission of the conferences and insights from veteran conference participants on successfully navigating the various components of PoCC.

FACILITATORS: Gloria Fernandez-Tearte, Greenwich Academy (CT); Evelyn McClain, Park Tudor School (IN)

6:45 PM – 7:30 PM
SDLC CHAPERONE ORIENTATION I
(CHOOSE ONE)
WESTIN HOTEL, COMMONWEALTH BC
Chaperones must attend one of the Orientation Sessions.

7:45 PM – 8:30 PM
SDLC CHAPERONE ORIENTATION II
(CHOOSE ONE)
WESTIN HOTEL, COMMONWEALTH BC
Chaperones must attend one of the Orientation Sessions.

The seminar and tours require a ticket or pre-registration. Tours pick up and drop off at the BCEC.
6:00 AM – 6:00 PM
POCC/SDLC CHECK IN
NORTH LOBBY

7:00 AM – 7:45 AM
SDLC CHAPERONE MEETING III
(CHOOSING ONE)
BCEC ROOM 203
Chaperones must attend one of the Orientation Sessions.

8:00 AM – 9:15 AM
OPENING CEREMONIES AND OPENING ADDRESS WITH FRANK WU
GRAND BALLROOM
See Page 10 for speaker bio.
SPONSORED, IN PART, BY STRATÉGENIUS

PERFORMANCES AND PROGRAM ARE SUBJECT TO CHANGE.
- Performance by Outkast of Phillips Exeter Academy (NH), directed by Treda Collier
- Local Committee Co-Chair Welcome given by Julian K. Braxton, Eric Osorio, and Kisha Watts
- NAIS Board Welcome given by Marcia Prewitt Spiller, The Children’s School (GA)
- NAIS Welcome given by Pat Bassett and Gene Batiste
- SDL Co-Chair Welcome given by Liz Fernández and Rodney Glasgow
- Proclamation by the City of Boston given by City Council Members

9:30 AM – 10:15 AM
FRANK WU BOOK SIGNING AND NETWORKING COFFEE BREAK
GRAND BALLROOM FOYER

10:30 AM – 12:00 PM
AFFINITY GROUP SESSION I
(WELCOME HOME! CELEBRATION)
See your “Supplemental Affinity Group Work at PoCC” handout for complete information and room locations.

12:15 PM – 1:45 PM
LUNCH (ON YOUR OWN)
Take advantage of the Food Court and Kiosks at the BCEC for lunch to avoid traffic delays.

1:00 PM – 1:45 PM
POCC CHOIR REHEARSAL
GRAND BALLROOM

2:00 PM – 3:30 PM
WORKSHOP SESSION A
During this time block, you may attend one of the featured speakers’ presentations OR any of the workshops offered.

FEATURED SPEAKER JOHN AMAECHI
ROOM 210ABC
Introduction by Johanna AeSchiiman, The Chestnut Hill School (MA)

FEATURED SPEAKER GISH JEN
ROOM 205ABC
Introduction by Wanda Holland-Greene, The Park School (MA)

Book signings will take place immediately after the workshops in the workshop rooms.

Exploring Racial/Ethnic Identities for People of Color: Our Many Journeys and Stages

A-1 A BLACK STUDENT UNION’S LESSONS FROM ORGANIZING A TRIP TO SOUTH AFRICA
ROOM 156B
In 2007, the Sidwell Friends School Black Student Union organized a trip to South Africa that led to powerful student reflection about what impact students can have in the worldwide struggle for freedom of opportunity. Our trip both served to build community among Sidwell’s black students and helped them explore their racial identity.
PRESENTERS: Lauren Brownlee and Rachel Jackson, Sidwell Friends School (DC)
A-2 THE TAKEOVER: HIP-HOP’S VALUE IN THE CLASSROOM
ROOM 212

Participants will examine creative and interdisciplinary ways to incorporate hip-hop into secondary school curricula. We will provide sample lesson plans, student work, and syllabi to demonstrate hip-hop’s ever-increasing power to reach even the most hesitant student. Our goal is to underscore the importance of culturally relevant material. PRESENTERS: Keishia Kemp and Dustin Marquel, Crossroads School for Arts and Sciences (CA)

A-3 HERSTORY RE-ENVISIONED: FOSTERING HEROISM AND SELF-ESTEEM IN YOUNG WOMEN OF COLOR
ROOM 152

Herstory is a living, visual art project that celebrates and empowers young women of color by placing them in photographs of classic, artistic compositions. Taking inspiration from historical and literary sources from Greek myths to fairytales, educators can stimulate students to identify and learn stories of wisdom, justice, influence, and heroism. PRESENTER: Marisol Diaz, The Dwight-Englewood School (NJ)

A-4 WE’RE BACK! INDEPENDENT SCHOOL GRADUATES WORKING IN INDEPENDENT SCHOOLS
ROOM 203

Each year minority graduates of independent schools return to their alma maters (and other independent schools) to serve as teachers, coaches, and administrators. Why do they return? How do they describe their experiences? How is the role of independent school culture and tradition being reshaped by the return of alums of color? This workshop is intended for independent school graduates who are currently employed by an independent school. PRESENTERS: Shavonne Pegues, St. Patrick’s Episcopal Day School (DC); Edward Trusty, Gilman School (MD)

A-6 RESHAPING SCHOOL STRATEGIES AND TRADITIONS TO ENGAGE UNDERREPRESENTED FAMILIES
ROOM 156A

One of the many distinguishing features of independent schools is family involvement, yet independent school communities and parent organizations struggle to effectively engage families of underrepresented students. How can my school involve underrepresented families in the community? What are we doing well that we can build upon? Beginning with admission and continuing through graduation, this panel will lead a discussion on effective, genuine, and adaptable strategies to include underrepresented families in independent school life and learning. PRESENTERS: Yully Cha, The Steppingstone Foundation (MA); Cynthia Harmon, The Park School (MA); Kai Bynum, The Belmont Hill School (MA)

A-7 TRANSITIONS TO WOMANHOOD
ROOM 208

Transitions, Phillips Exeter Academy’s support group for girls of color, has existed for over 10 years. What are the resources that you need to create a support group on your campus? How many individuals are needed to make the program run smoothly? What is the impact on the daily lives of girls of color? PRESENTERS: Treda Collier and Veda Robinson, Phillips Exeter Academy (NH); Chanda Corbett, Loyola College (MD)

A-8 MAKING DIVERSITY WORK: SUCCESSES AND FAILURES OF DIVERSIFYING A MIDDLE SCHOOL
ROOM 206B

The middle school at Calhoun, a K-12 progressive school in New York City, has recently shifted from all white teachers to 50 percent teachers of color. In reflecting on our success in diversifying the faculty, however, we needed to examine how our success has created areas we deem “failures,” either institutionally or individually. PRESENTERS: Hilary North, Josephine Salvador, and Kara Stern, The Calhoun School (NY)

A-10 THE BALANCING ACT
ROOM 156C

As independent school teachers, we wear many hats. With our responsibilities of teaching, coaching, advising, and admissions, where does diversity fit in? Where do our students/parents of color fit in? Come learn and share strategies that will lead to the success of diversity programming in our independent school environments. PRESENTERS: Marti Champion and Krista Sahrbeck, Kent Denver School (CO)
A-11 YOUNG AFRICAN AMERICAN BOYS IN INDEPENDENT SCHOOLS
ROOM 206A
What experiences are African American boys having in their first few years in independent schools? Are they seen as “less threatening” when they are younger? At what age are they being labeled and why? This workshop will look at current studies and research as well as testimonials from parents about their concerns when choosing schools for African American boys.
PRESENTER: Angela Dandford, Lowell School (DC)

A-12 TEACHING THE LEVEES: WHAT KIND OF COUNTRY ARE WE? WHAT KIND OF COUNTRY DO WE WANT TO BE?
ROOM 153A
An interactive session with members of the Columbia Teachers College team that created curriculum for Spike Lee’s award winning film, When the Levees Broke. Using the film/curriculum, participants will learn to facilitate democratic dialogue structured to tackle issues like race that are often avoided in classrooms.
PRESENTERS: David Boxer and Christina Morado, Windward School (CA); Judith Cramer, Teachers College, Columbia University (NY); Duane Neil, Chapin School (NY)

A-13 UNT EACHING LANGUAGE: WHAT WE TEACH OUR STUDENTS VERSUS WHAT THEY HEAR
ROOM 154
Why do students use derogatory language and think it is “just a joke”? How do we address such language within our classrooms? In this workshop we will strive to uncover the best practices in developing cultural competency among students. Join us to explore and examine the relationship between language and independent school culture.
PRESENTERS: Eric Chapman, The Town School (NY); Maureen Yusuf, Breakthrough New York at The Town School (NY)

A-15 NINE RED FLAGS OF CROSS-CULTURAL COMMUNICATION
ROOM 207
What causes conflict when people of color communicate within and outside of their cultural boundary? Can the conflicts be prevented? This interactive seminar will take a look at the basic identities of people of color and their frustration with communication. Additionally, participants will reflect on nine specific areas of identity and their possible contribution to conflict in communication. Each attendee will leave with new ideas and tools to develop excellence in personal and professional communication.
PRESENTER: Charles Owens, Lake Forest Academy (IL)

A-16 INDEPENDENT SCHOOL FINANCE FOR ASPIRING LEADERS OF COLOR
ROOM 153B
Everyone in a leadership position at a school should understand the financial realities, opportunities, and constraints of the school to allow full participation in strategic discussions about resource allocation and funding of program initiatives. This presentation will examine various aspects of independent school finance, including how and when the annual budget is constructed, critical budget drivers, how to read financial statements, and current financial challenges facing independent schools. We will also explore strategies for preparing the school for these financial challenges.
PRESENTERS: Linda Dennison and Maggie Ward, National Business Officers Association (CO)

Nurturing Our Souls: Self Care and Strategies for Success

A-17 WALKING THE LINE: SUPPORTING STUDENTS OF COLOR IN AND OUT OF THE CLASSROOM
ROOM 209
Racial identity development is heightened when students are coming to terms with themselves in a majority white environment. As staff of color, we understand how difficult this time is for students, yet feel pressure from the school when its academics drop. This session will discuss strategies that can be used to support all facets of a student’s identity while also discussing ways to take care of ourselves.
PRESENTERS: Amina Baith, Thu Nguyen, and Mariama Richards, Georgetown Day School (DC)
A-18 HOW DOES IDENTITY INFORM TEACHING?
ROOM 204A
This workshop is an exploration of the ways in which identity informs teaching. It is active and discussion-oriented with a focus on how identity affects how we present, what material we present, and how it is received by our students. The goal of this workshop is to become more self-aware and effective in our independent school settings. PRESENTER: Alain Sykes, Chadwick School (CA)

People of Color in Leadership: Pathways and Programs to Success

A-19 RETENTION THAT WORKS: PROFESSIONALS OF COLOR IN LEADERSHIP ROLES
ROOM 211
Retaining professionals of color (POC) in predominantly white schools is a challenge. This presentation will examine how Beaver Country Day School has successfully addressed this challenge. A panel of diversity and management team members will discuss policy and an infrastructure that can best support POC leadership development. PRESENTERS: Marie Bernard, Rob Connor, Gabriela Morillo, Robert Principe, Jorge Valcarcel, and Luther Williams, Beaver Country Day School (MA)

A-20 SO YOU THINK YOU WANT TO BE AN ADMINISTRATOR?
ROOM 151AB
Leadership opportunities seem to elude many faculty of color. Leadership involves preparation, commitment, and the will to face uncertainty with confidence and honesty. This workshop will provide you with an easy-to-follow guide into the professional world of school leadership – and help you identify the pitfalls you should avoid. PRESENTER: David Ruiz, Kingswood-Oxford School (CT)

Special Interest Group for Experienced People of Color

LOOKING BACK, LOOKING AROUND, LOOKING FORWARD
ROOM 157ABC
This session is designed to provide veteran PoCC participants an opportunity to both celebrate our successes and collectively organize our challenges. Participants will be afforded an opportunity for networking, celebrating, supporting, and developing action steps for how we can best continue to nurture others in this work, while at the same time, assure that we continue to grow as well. As we look back, look around, and look forward, it is our hope that participants leave feeling energized, re-centered, and optimistic about what lies ahead, as we continue the journey. CO-CHAIRS: Quanti Davis, Norwood School (MD); Gloria Fernandez-Tearte, Greenwich Academy (CT); and Evelyn McClain, Park Tudor School (IN) COMMITTEE: Karen Bradberry, Greenhill School (TX); Tiffany Bridgewater, Potomac School (VA); Olivia Brown, The Country School (CA); Holly Carter, Chestnut Hill School (MA); Johnnie Foreman, Gilman School (MD); Manasa Tangalin, Independent School Alliance for Minority Affairs (CA); and Nikki Wood, Organizational Development Consultant (PA)

3:45 PM – 5:15 PM
AFFINITY GROUP SESSION II (OUR JOURNEY: GREATEST SUCCESS AND CHALLENGE)
See your “Supplemental Affinity Group Work at PoCC” handout for complete information and room locations.

5:30 PM – 6:30 PM
STATE/REGIONAL INFORMAL “MEET AND GREET”
Stop by and informally meet colleagues from your state or region.
- Colorado and ACIS Room 154
- Connecticut and CODIS Room 211
- Delaware Valley (DE and PA) Room 156ABC
- Florida Room 151B
- Southwest and ISAS (LA, TX, AZ, NM, OK, Mexico) Room 152
- Maryland and AIMS Room 207
- Midwest and ISACS (AR, IL, IN, KS, KY, MI, IA, MN, MO, NE, WI, WV) Room 204AB
- New England, AISNE, and POCISNE (MA, ME, NH, RI, VT) Room 210ABC
- New Jersey and NJAIS Room 206B
- New York, NYSNAIS, and POCIS-NY Room 205ABC
- Northern California and NORCAL POCIS Room 153ABC
- North Carolina and NCAIS Room 209
- Pacific Northwest and PNAIS (AK, ID, MT, NV, OR, UT, WA, British Columbia) Room 157ABC
- Puerto Rico, Virgin Islands, Hawaii, and International Schools Room 153C
- South and SAIS (AL, FL, GA, KY, MS, SC, Central America, South America) Room 203
- Southern California and SOCAL POCIS Room 151AB
- Tennessee and TAIS Room 206A
- Virginia and Virginia POCIS Room 208
- Washington, DC, and AISGW Room 212
7:30 PM – 9:00 PM
DINNER (ON YOUR OWN)

9:30 PM – 11:00 PM
CLUB PCCC
GRAND BALLROOM FOYER

Enjoy music by Valentina Páez and Chazz-timbal.

Join us for Club PoCC on the picturesque top level foyer at the Grand Ballroom of the BCEC for cheese, light desserts, coffee/tea, and a cash bar, along with background and dance music by Valentina Páez and Chazz-timbal (pictured above). Club PoCC will provide an atmosphere for catching up with friends and networking with conference participants.

Valentina Páez and her Boston-based band Chazz-timbal have developed a mestizo style of music that integrates her native Venezuelan melodic and syncopated rhythms with other musical traditions, such as Cape Verdean melodies, Cuban percussion, and gentle Colombian songs and dances. When Valentina and Chazz-timbal get going, the audience is sure to be brought to its feet!

10:30 PM
STUDENTS RELEASED TO CHAPERONES
BCEC NORTH LOBBY

6:00 AM – 5:00 PM
POCC/SDLC CHECK IN
NORTH LOBBY

10:30 PM – 12:00 PM
WORKSHOP SESSION B

During this time block, you may attend one of the featured speakers’ presentations OR any of the workshops offered.

FEATURED SPEAKER KIP FULBECK
ROOM 210ABC
Introduction by Teresa Rodriguez, Roxbury Preparatory Charter School (MA)

FEATURED SPEAKER WILMA MANKILLER
ROOM 205ABC
Introduction by Candice Jimerson-Johnson, Brooks School (MA)

Book signings will take place immediately after the workshops in the workshop rooms.

Workshop handouts are available online at www.nais.org/go/pocc.

Exploring Racial/Ethnic Identities for People of Color: Our Many Journeys and Stages
B-1 RACIAL/CULTURAL IDENTITY: “GLIMPSES” OUR PERSONAL PARADOX
ROOM 209

This workshop uses intimate stories from the co-presenter’s lives as a model for making meaningful connections between these life stories and the implementation of professional growth development days that move beyond concrete rationale to effecting change in predominately homogeneous school communities. Presenters offer authentic videos and personal stories depicting their road to racial/cultural identity as it plays out in our lives and in our school communities. PRESENTERS: Lise Leist and Lynn Sullivan, King and Low-Heywood Thomas School (CT)

WORKSHOP MATERIALS ARE POSTED ON THE NAIS WEBSITE AT WWW.NAIS.ORG/GO/POCC.
B-2 COMMON GROUND: CREATING AND PILOTING A RACE-BASED AFFINITY GROUP IN LOWER SCHOOL
ROOM 203
By examining one school’s experience in developing race-based affinity groups in a lower school, participants will take away tools and evaluative questions that can be used to create and maintain existing affinity group programs. PRESENTERS: Julie Parsons and Shai Pina, Gordon School (RI)

B-3 TEACHING THE MULTICULTURAL MIDDLE EAST: ACTIVITIES ON ARAB MUSLIMS AND ARAB JEWS
ROOM 207
The Middle East is composed of multiple ethnic, religious, and national groups. In this workshop we will dismantle stereotypes about monoculturalism in the Middle East through a particular examination of cultural collaboration between Arab Muslims and Arab Jews. Classroom activities will be modeled and resources provided. PRESENTER: Adam Gaynor, The Curriculum Initiative (NY)

B-4 AFRICA IN THE CLASSROOM
ROOM 154
Using a panel of African educators, writers, and artists, this workshop explores the authentic representation of Africa in the U.S. classroom. Participants will not only examine their own stereotypes of Africa and the effect on their work and life, but also brainstorm ways to use Africa’s influence in their teaching. PRESENTER: Tete Cobblah, Fenn School (MA)

B-5 LONGING FOR A SENSE OF IDENTITY: WHERE DO FOREIGN TEACHERS OF COLOR BELONG?
ROOM 153A
In struggling to find a sense of identity, Hispanics not born in this country, and who work for NAIS schools, are faced with people who want to categorize us. Our community needs to have a clear sense of our identity and understand how we may not fit into any of the categories that others have created for us. Participants in this workshop will discuss this important issue. PRESENTER: Roberto Lazo, The Blake School (MN)

B-6 POWER AND INCLUSION: UNCOVERING UNDERLYING BIAS TO EFFECT MEANINGFUL CHANGE
ROOM 151B
This workshop will identify and explore the subtle institutional practices that keep administrators of color out of positions of power and the underlying prejudices that marginalize families of color during admissions and after admittance. We will also discuss how having people of color in positions of power is essential for meaningful change. PRESENTERS: Angelina Arrington, St. James Episcopal School (CA); Stephanie Romo-Buckley, The Oaks School (CA)

B-7 OPENING DAYS: LOOMIS CHAFFEE MULTICULTURAL INSTITUTE
ROOM 156A
Learn how to ease the transition to a new school by designing an orientation program that brings together new students from diverse backgrounds. Through the program, students of color will experience a school that embraces them and all students will have a greater appreciation of the personal relevance of diversity/multiculturalism in their lives. PRESENTERS: Elizabeth Conger and Elizabeth Parada, Loomis Chaffee School (CT)

B-8 THE IMPORTANCE OF MULTICULTURAL FELLOWSHIPS
ROOM 212
We don’t have it all figured out, but here is something we do really well! Come hear how The Branson School has used a fellowship program to attract African Americans to our board, faculty, and administration. It is our hope that participants will walk away with a plan to create a fellowship that works for their schools. PRESENTERS: Malik Ali, Darrin Crawford, Nathalio Gray, Jaira Harrington, and April Robinson, The Branson School (CA)
For the last two years, Lakeside administrators pushed to promote diversity within the school. This workshop will discuss initiatives that have led to a community with 38 percent students of color, a generous financial aid budget, a more global non-Western curriculum, and 23 percent faculty of color. However, these successes did not come without growing pains and mistakes.

PRESENTERS: Rachael Beare, Maia Mulligan, and T. J. Vassar, Lakeside School (WA)

Expanding Our Tool Box: Curricular and Professional Skills for Excellence

We are designing a model to support the successful transition of students of color from predominantly black and Latino elementary schools to predominately white high schools. This workshop is designed to share our research project and explore best practices with participants. A special course developed for eighth grade students will be discussed. PRESENTERS: Peter Anderson, St. Philip's Academy (NJ); Tiffany Taylor Smith, TR Taylor Consulting Group (NJ)

Expanding Our Tool Box: Curricular and Professional Skills for Excellence

This workshop will explore bias-motivated bullying among youth of all ages. Participants will explore successful techniques for sparking a dialogue among students in independent schools about race, prejudice, and harassment. This workshop will introduce a toolbox of resources and strategies for creating a youth culture that is more open and welcoming for people of color. PRESENTERS: Serian Strauss and Ryan Schwartz, The Respect for All Project (CA)

B-13 UNDERSTANDING AND DEALING WITH CONFLICT IN INDEPENDENT SCHOOLS

The very structure of independent schools leads to conflict among and between board members, administrators, and parents. There are useful tools for understanding and resolving these conflicts and for dealing with difficult meetings and conversations. PRESENTER: Mimi Baer, Mimi S. Baer Consulting (CA)

B-14 RETEACHING AND BREAKING DOWN MYTHS ABOUT AFRICA

This workshop is for any K-12 teacher who teaches about Africa and her people. Participants will leave with methods for presenting Africa as a continent, instead of a large country. Attendees will be introduced to a “when and where I enter approach” and will be asked to share their own experiences in the classroom. PRESENTERS: Ida Malloy, The Pennington School (NJ); Kellee Terkla, Shady Hill School (MA)

B-15 INTEGRATING THE ARTS FOR A DEEPER CONNECTION TO OUR SOUL

Art has been an important component of the Bank Street School for Children curriculum. There are various ways in which art has been used for promoting, enriching, and establishing the diversity work at Bank Street. Participants will have the opportunity to examine the ongoing curricula and create art that mirrors various experiences. PRESENTERS: Maria Hartman, Columbia Teachers College (NY); Zenaida Muslin, Nolecca Radway, and Maria Richa, Bank Street School for Children (NY)

B-16 TEACHING KING AND THE CIVIL RIGHTS MOVEMENT WITH PRIMARY SOURCE DOCUMENTS

Learn about resources that are designed to foster professional development and curricular innovation on the subject of civil rights. The goal of the workshop is to offer historically accurate and pedagogically effective educational materials that address issues of social justice and human rights. A case study from Phillips Andover Academy will be discussed. PRESENTERS: Tenisha Armstrong and King Papers Project, Stanford University (CA); Lanita Foley, Phillips Andover Academy (MA)
Nurturing Our Souls: Self Care and Strategies for Success

B-17 CREATIVE WAYS FOR STAFF OF COLOR TO ENGAGE AND SUPPORT KIDS OF COLOR
ROOM 152

Being a staff member of color in a largely white boarding school has its challenges, not the least of which is the pressure to help the kids of color on campus cope, adjust, and have a healthy self image. This workshop is about creative ways to support students of color, without alienating those who are not. Three staffers of color from the independent school world share their best practices and give their take on what works and what doesn’t. PRESENTERS: Renee Green, Lawrenceville School (NJ); Bridget Johnson, Milton Academy (MA); Clennon King, The Putney School (VT)

People of Color in Leadership: Pathways and Programs to Success

B-19 LESSONS FROM THE COLLEGIATE SCHOOL TEACHING INSTITUTE – SUPPORTING NEW TEACHERS
ROOM 211

Young teachers of color contend with more challenges than other teachers. Many young teachers are unfamiliar with independent school culture and are tacitly expected to do diversity work. A panel of CSTI alumni will show how CSTI addresses these concerns and how workshop participants can use different strategies to support teachers of color in their own schools. PRESENTERS: Shawn Chisty, Trevor Day School (NY); Jose de Jesus and Andrea de Jesus, Poly Prep Country Day School (NY); Michael Wong, Collegiate School (NY)

B-20 BUILDING ON THE EXPERIENCES OF ADMINISTRATORS OF COLOR
ROOM 204A

For a person of color, the path to leadership presents challenges, but there are also special advantages. This session describes these and other notable findings from a research study of 55 division directors of color. As part of the session, three division directors, Denise Frazier, Alycia Long Allen, and Kevin Plummer will share their personal experiences. PRESENTERS: Pearl Kane, Klingenstein Center for Independent School Education (NY); Sandra Wang, Trevor Day School (NY)

12:15 PM – 1:45 PM
LUNCH (ON YOUR OWN)
Take advantage of the Food Court and Kiosks at the BCEC for lunch to avoid traffic delays.

1:00 PM – 1:45 PM
POCC CHOIR REHEARSAL
ROOM 157ABC

2:00 PM – 3:30 PM
AFFINITY GROUP SESSION III (BUILDING COMMUNITY, WELCOME TO MY HOUSE – CROSS-CULTURAL DIALOGUE)
See your “Supplemental Affinity Group Work at PoCC” handout for complete information and room locations.

3:45 PM – 5:15 PM
WORKSHOP SESSION C

During this time block, you may attend one of the featured speakers’ presentations OR any of the workshops offered.

FEATURED SPEAKER CORA DANIELS
ROOM 210ABC
Introduction by Roberta Phillips, Noble and Greenough School (MA)
Ms. Daniels’ book signing will take place immediately after her workshop in the workshop room.

FEATURED SPEAKER STEVEN TEJADA
ROOM 205ABC
SPONSORED BY CARNEY, SANDOE AND ASSOCIATES
Introduction by Tarrence Brown, Lexington Montessori School (MA)
Workshop handouts are available online at www.nais.org/go/pocc.

Exploring Racial/Ethnic Identities for People of Color: Our Many Journeys and Stages

C-1 FROM JAMESTOWN 1607 TO 2007, THE AMERICAN MOSAIC: A MULTICULTURAL SOCIETY
ROOM 208

Some of the original settlers in colonial Virginia formed self-sustaining mixed race communities. The history of these communities will be used as an entrance point to discuss the invention of racial identities as social constructs. PRESENTER: Christine Madsen, Rocky Mount Academy (NC)
C-3 RAPS TO REMEMBER, RAPS TO RE-PRESENT
ROOM 209
This workshop will explore how contemporary native youth from both the urban and reservation systems engage and incorporate hip-hop culture as a means to articulate and re-present a complex notion of identity. PRESENTER: Alan Lechusza, Sage Hill School (CA)

C-4 WHAT’S AN ASIAN INDIAN TO DO IN THIS BLACK AND WHITE WORLD?
ROOM 204B
We’re people of color, and yet, the conversations about race aren’t about us. As our schools admit more and more students of Asian-Indian background, how do we shape conversations so that we are included in them? What are the boundaries we must respect? What are the challenges we must struggle with? The stereotypes we must break? PRESENTER: Sharanya Naik, The Montclair Kimberley Academy (NJ)

C-5 THE CHANGING LANDSCAPE OF INCLUSIVITY AND DIVERSITY IN INDEPENDENT SCHOOLS
ROOM 151A
“The Cosmic Race,” an essay written in 1925, speaks of a new age where ethnic obstacles already being broken down in Latin America will give birth to a fully mixed race that emphasizes universalism, unity, and the best qualities of each race. In this workshop we explore what we can learn from the past, our present, and our students to define our future. PRESENTER: Sam Rosario, High Mowing Waldorf School (NH)

C-15 THE POWER OF PRIDE: TEACHING THE HARLEM RENAISSANCE
ROOM 156B
This workshop showcases a multi-disciplinary approach to teaching independent upper school students about this uniquely creative, cultural movement of the 1920s and 1930s. Participants will learn about the curriculum, view student work, and leave with complete syllabi and resources to help implement the course. PRESENTER: Stephanie Cave, Charlotte Country Day School (NC)

C-17 AFFINITY GROUPS THAT NURTURE OUR SOULS AND STRENGTHEN OUR COMMUNITIES
ROOM 151B
This multimedia presentation will describe the evolution of the three affinity groups related to people of color at Bank Street School, and review their activities, how they function, and how they relate their individual work back to the larger school community. Challenges the groups have faced and how these challenges have been addressed will also be explored. Participants can expect to leave this presentation with practical strategies for how they might develop and nurture similar groups in their own schools. PRESENTERS: Maria Hartman, Teachers College, Columbia University (NY); Lisa Matthews, Albert Einstein Medical Center (NY); Rudy Jordan, Bank Street School for Children (NY)

C-19 WORKING WITH STUDENTS WITH MULTIPLE IDENTITIES: “I AM MORE THAN WHAT YOU SEE”
ROOM 212
As our institutions become more diverse, we are now beginning to recognize students’ multiple identities. This workshop seeks to address the questions surrounding how students identify themselves and how we can support those who identify with more than one ethnicity. Participants will hear first-hand accounts from students and faculty and learn strategies to support all students and their multiple identities. PRESENTER: Nola-Rae Cronan, Williston Northampton School (MA)

Building Inclusive Communities for People of Color: Programs and Initiatives to Strengthen People of Color in Independent Schools

C-7 SEND MY BABY WHERE?! UNDERREPRESENTED STUDENTS AND THE BOARDING OPTION
ROOM 154
Although many schools and nonprofit organizations have worked to successfully attract and place underrepresented students at boarding schools for decades, myths and lack of information can prohibit some from considering this option. By exploring targeted messaging, community partnerships, thoughtful student support, and family involvement, this workshop will provide participants with a working list of resources and best practices to recruit and support underrepresented students and families at boarding schools. PRESENTERS: Danielle Heard, The Steppingstone Foundation (MA); Yuri Francis, St. Paul’s School (NH); Bridget Johnson, Milton Academy (MA); Yanett Salazar, New Jersey SEEDS (NJ)
C-8 STRATEGIES FOR DEVELOPING A PARENT BODY THAT VALUES DIVERSITY
ROOM 153C
Parent co-chairs of Mirman School’s Multicultural Parent Liaison Committee and the school’s counselor facilitate a discussion about how, in one short year, a parent-driven, administration-supported effort has bridged the cultural divide by creating a weekly sanctuary for parents of all colors to share experiences with candor and unusual vulnerability. PRESENTERS: Julie Tepper, Rozmin Timirzi, John West, and Andrea Wiley, The Mirman School (CA)

C-10 DIALOGUE IN ACTION
ROOM 211
Tired of dancing around difficult diversity conversations? Worn out by treading the same old diversity ground and feeling like real change is still a long way off? People of color in this workshop will engage each other using a model of honest dialogue around sensitive diversity issues. Be prepared to be challenged, interactive, and self-reflective. PRESENTERS: Rachel Ehrlich, Ethical Culture Fieldston School (NY); Martha Haakmat, Packer Collegiate Institute (NY); Jennifer Haakmat, Little Red Schoolhouse and Elisabeth Irwin School (NY)

C-11 NON-VIOLENCE IN THEORY AND PRACTICE: A CASE STUDY AT PHILLIPS EXETER ACADEMY
ROOM 156A
Mahatma Gandhi and Martin Luther King preached the use of non-violence to fight injustice and tyranny. Twice in the recent past, Phillips Exeter Academy has been confronted by a prominent hate group, and the school’s response has been to embrace non-violence to resist the message of the hate group and to affirm the positive values of the community. PRESENTERS: Ron Kim and Russell Weatherspoon, Phillips Exeter Academy (NH)

C-12 STUDENTS LEARN ABOUT THEIR PAST THROUGH THE LITERATURE OF PEOPLE OF COLOR
ROOM 207
This presentation will give teachers activities and lesson plans to show students how reading and understanding the literature of people of color can enhance their understanding of the past, a necessary ingredient for reshaping the future. In addition, teachers will be guided through hands-on activities that enhance students’ understanding of their own identity as people of color. PRESENTERS: Karla Brundage, The Athenian School (CA); Kateri Inglis, Maryknoll School (HI)

C-13 YES! IT IS POSSIBLE TO HAVE AN HONEST DIALOGUE ABOUT RACE WITH COLLEAGUES.
ROOM 152
Through this interactive session participants will learn strategies to foster honest dialogue with their colleagues about race and privilege. Based on a successful model developed at the Park School of Baltimore, attendees will consider how role plays, racial conflict retrospectives, and readings can be used to foster inter/intraracial dialogue. PRESENTERS: June Bennett, Carol Kinne, and Traci Wright, Park School (MD)

C-14 MYTH AND MURDER IN RURAL MISSISSIPPI
ROOM 156C
Emmett Till was only 14 when he was lynched in Mississippi for sassing a white woman. We will explore Emmett’s story and what it offers about “culture” and “myth” and how they sometimes are a fatal mix. This workshop will also explore violence and intimidation as social tools, teenage choices, human conflict, and unexpected outcomes. The information in this session is geared toward middle and upper school students. PRESENTER: Craig Williams, The Northwest School (WA)

C-16 CULTIVATING COMPASSION IN OUR CLASSROOMS
ROOM 153A
Based on a published article in Independent Teacher, the workshop focuses on how to raise the level of awareness in the humanities curriculum for the middle and high school level on the effects of oppression, prejudice, and racism. We will examine excerpts from people of color: the literature of Jamaica Kincaid, Richard Wright, Sandra Cisneros, and an anonymous Asian-American poet. Only through the power of personal narrative and literature and the sharing of our own stories do we open our hearts and minds. PRESENTER: Nitza Agam, St. Joseph’s School of the Sacred Heart (CA)
People of Color in Leadership: Pathways and Programs to Success

C-9 FROM QUANTITY TO QUALITY: FINDING AND EMPOWERING THE WELL-ROUNDED, SUCCESSFUL SCHOLAR
ROOM 206A
The Albert G. Oliver Program has always emphasized a balance between scholarship, leadership, and community service for each Oliver Scholar to ensure that they make a positive impact in their home and school communities. From the recruitment of pre-scholars to the graduation of alumni, we will highlight our successful methods and metrics. PRESENTERS: Robert Addams, Candy Crary, and Dania Diaz, The Albert G. Oliver Program (NY)

C-18 VISIBLE MEN: UNVEILING BLACK MALE ROLE MODELS
ROOM 204A
“There are no black male role models.” This workshop disproves this false and damaging myth and celebrates the many faces of black male success. Black male role models are everywhere! Presenters will introduce the Visible Men image campaign, an exciting approach to inspiring young black boys in your schools and motivating them to expect success. PRESENTERS: Richard O’Connor, Norwood School (MD); Neil Phillips, Landon School (MD)

C-20 DISCIPLINED PEOPLE: BOARD LEADERSHIP AND GORDON’S “GOOD-TO-GREAT” TRANSFORMATION
ROOM 206B
So what separates “good” schools from “great” schools? The Gordon School is guided by a vision that correlates “greatness” with a social mission, a racially diverse community, an inclusive climate, and a multicultural curriculum guided by exceptional practitioners. However, a vision of this magnitude can quickly slide from important to illogical if it is only supported by platitudes and promises and not grounded in the commitment of a dedicated and diverse board of trustees. Given that a board’s advocacy for racial diversity is crucial to the success and survival of any diversity initiative, the facilitator will present a model for creating a classroom in the board room for greater understanding and action towards a vision for diversity. In addition, a panel of past and present Gordon trustees will reflect on the board’s journey toward embracing and building a racially diverse learning environment. PRESENTER: Eric Polite, The Gordon School (RI)

5:45 PM
STUDENTS RELEASED TO CHAPERONES
BCEC NORTH LOBBY

6:00 PM – 7:00 PM
GLBT SOCIAL HOUR
ROOM 157ABC
(CASH BAR)
The GLBT social hour is an opportunity for adult gay, lesbian, bisexual, and transgender PoCC participants to come together in a safe and relaxing environment to talk, network, and share GLBT issues facing independent schools. Come join us for a drink before the conference banquet!

6:15 PM – 7:00 PM
PRE-BANQUET GATHERING
GRAND BALLROOM FOYER
(CASH BAR)
Stop by for a libation to celebrate and network with other conference attendees prior to the PoCC Banquet.

7:00 PM – 9:00 PM
POCC CONFERENCE BANQUET
AND 20TH POCC CELEBRATION
WITH MARCUS MABRY
SPONSORED, IN PART, BY STRATÉGENIUS

GRAND BALLROOM
Performances are subject to change.

Performance by Afro Jazz Dancers of the Shady Hill School (MA), directed by Marianne Harkless

Presentation by Marcus Mabry. Introduction given by Lewis Bryant, Buckingham, Browne & Nichols School (MA)

Celebration of 20 Years of PoCC

Cambridge School of Weston (MA)

Heritage Theatre Company performs excerpts from Act I, Scene 1 of Lorraine Hansberry’s A Raisin in the Sun, directed by Robin Wood and Kisa Hirsch

Sending Forth given by Eric Osorio, Noble and Greenough School (MA), and PoCC Local Committee Co-Chair

9:00 PM – 9:30 PM
BOOK SIGNING WITH MARCUS MABRY
GRAND BALLROOM FOYER

11:30 PM
STUDENTS RELEASED TO CHAPERONES
BCEC NORTH LOBBY
7:00 AM – 7:45 AM  
POCC CHOIR REHEARSAL  
BCEC GRAND BALLROOM

8:00 AM – 9:00 AM  
AFFINITY GROUP SESSION IV (ADULT/STUDENT DISCUSSIONS WITHIN RACE/ETHNICITY AND GENDER)  
See your “Supplemental Affinity Group Work at PoCC” handout for complete information and room locations.

9:30 AM – 10:30 AM  
STATES, STATE AND REGIONAL ASSOCIATION, AND PO CIS MEETINGS  
- Colorado and ACIS Room 213  
- Connecticut and CODIS Room 211  
- Delaware Valley (DE and PA) Room 253ABC  
- Florida Room 256  
- Southwest and ISAS (LA, TX, AZ, NM, OK, Mexico) Room 254AB  
- Maryland and AIMS Room 207  
- Midwest and ISACS (AR, IL, IN, KS, KY, MI, IA, MN, MO, NE, WI, WV) Room 204AB  
- New England, AISNE, and POCISNE (MA, ME, NH, RI, VT) Room 210ABC  
- New Jersey and NJAIS Room 255  
- New York, NYSAIS, and POCIS-NY Room 205ABC  
- Northern California and NORCAL PO CIS Room 258ABC  
- North Carolina and NCAIS Room 209  
- Pacific Northwest and PNAIS (AK, ID, MT, NV, OR, UT, WA, British Columbia) Room 252AB  
- Puerto Rico, Virgin Islands, Hawaii, and International Schools Room 206AB  
- South and SAIS (AL, FL, GA, KY, MS, SC, Central America, South America) Room 203  
- Southern California and SO CAL PO CIS Room 257AB  
- Tennessee and TAIS Room 251  
- Virginia and Virginia PC OIS Room 208  
- Washington, DC, and AISGW Room 212

10:30 AM – 11:30 AM  
ADULT/STUDENT DIALOGUES  
Adults remain in state/regional association and POCIS meeting locations. See page 7 for a description of this event.

12:00 PM – 1:30 PM  
CLOSING CEREMONIES AND ADDRESS WITH MARIA HINOJOSA  
SPONSORED BY SODEXHO USA  
PERFORMANCES AND PROGRAM ARE SUBJECT TO CHANGE.  
- Performance by the PoCC Choir, directed by Charles Owens, Lake Forest Academy (IL), and accompanied by William Rollins, The Winsor School (MA)  
- SDLC Report given by Liz Fernández and Rodney Glasgow, SDLC Co-Chairs  
- Honoring a Service Organization, “The Home for Little Wanderers,” and its CEO, Joan Wallace-Benjamin. Award presented by Desiree Ivey, Shady Hill School (MA)  
- The Nrityanjali-Bharatha Natyam Dancers, directed by Jothi Raghavan  
- Presentation by Maria Hinojosa, Introduction by Danielle Heard, The Steppingstone Foundation (MA)  
- Rejoice! Gospelfest Mass Choir, with Dana Hall (MA), Beaver Country Day School (MA), Brooks School (MA), Concord Academy (MA), and Brimmer and May School (MA), directed by David Coleman, Peter Krasinski, Shaunielle McDonald, Geoff O’Hara, and Jeanne Seagal  
- Sponsorship Recognition  
- Recognition of 2007 Co-Chairs  
- Unveiling 2008 PoCC and SDLC Themes and Introduction of 2008 Co-Chairs  
- Final Sending Forth, given by Gene Batiste, NAIS

2:00 PM – 6:00 PM  
T BOSTON REVEALED TOUR

2:00 PM – 6:00 PM  
T DISCERNING TASTE CULINARY TOUR

THE HOME FOR LITTLE WANDERERS

With a history dating back to 1799 and the founding of the original orphanage, The Home for Little Wanderers (The Home) is the oldest child and family services agency in the nation. Today, with a staff of nearly 800 and 20 programs, The Home’s mission is to ensure the healthy emotional, mental and social development of children at risk, their families and communities. As it has for more than two centuries, The Home’s singular focus remains on helping children achieve independence and success from seemingly insurmountable difficulties.
STUDENT DIVERSITY LEADERSHIP CONFERENCE

THE TIME IS NOW: Emerging from Our Past as We Shape Our Future
Fourteen Years of Diversity and Advocacy Training for Independent School Students
Boston, Massachusetts

The Student Diversity Leadership Conference (SDLC) is a multicultural, multicultural gathering of upper school student leaders (grades 9 – 12) from around the country that 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, better understand the nature and development of effective strategies for social justice, practice expression through the arts, and learn networking principles and strategies.

In addition to large group sessions, SDLC further creates a safe, supportive environment by organizing participants into cross-sectional teams of 75 known as “family groups,” each of which is led by two adult facilitators. Each family group is further divided into small “home groups,” where intense dialogue and sharing take place, guided by trained peer facilitators.

SDLC participants will join PoCC participants at the Thursday Opening Ceremonies and Saturday Closing Ceremonies. On Saturday morning, PoCC and SDLC attendees will join together in racial/ethnic affinity groups by gender and in regional groups for dialogue sessions designed to explore concepts and themes of equity and justice in our schools. Highly rated in conference evaluations, the regional groups will be facilitated by students. Everyone is encouraged to attend and support these opportunities for cross-generational work.

SDLC Chaperones
Schools are required to send a chaperone with their student delegation. Chaperones are expected to:

- Ensure students attend all SDLC activities.
- Be responsible for their students during free times.
- Attend one of the chaperone orientation sessions on Wednesday, November 28, from 6:45 PM – 7:30 PM or 7:45 PM – 8:30 PM (Westin Hotel Commonwealth BC), or on Thursday, November 29, from 7:00 AM – 7:45 AM (BCEC Room 203).
- Be on call at all times during the conference.
- Meet students at designated points and times.
- Support and enforce the Student Conduct Agreement, including participation requirements and adherence to curfew.
- Arrange for students’ meals not included in the SDLC student registration.

SDLC Meals
Student delegates will receive lunch and dinner on Thursday, November 29, and Friday, November 30. Breakfasts from Thursday through Saturday are not included. Chaperones are strongly encouraged to have breakfast with SDLC delegates.

SDLC events and activities are opened to registered students only.

SDLC Chaperones

- Engage in all conference sessions, activities, and meals.
- Sign and abide by the Student Conduct Agreement governing behavior throughout the conference.
- Cooperate with adult chaperones and with conference faculty.

SDLC Sessions Will Take Place at The Boston Convention and Exhibition Center (BCEC) and The Westin Waterfront Hotel.
The success of this year’s PoCC and SDLC is due, in large part, to the countless hours of assistance given by the Association of Independent Schools in New England (AISNE) Executive Director Steve Clem, the Boston-area independent schools that hosted local committee meetings with meals and refreshments, the local committee, and most especially to the local committee co-chairs. They helped promote the conference, garner corporate sponsorships, develop the program, approve conference workshops, and support the conference logistics. Meeting monthly since February 2007, these individuals deserve our deepest gratitude.

JULIAN K. BRAXTON
Local Committee Co-Chair
Winsor School (MA)

ERIC OSORIO
Local Committee Co-Chair
Noble and Greenough School (MA)

KISHA WATTS
Local Committee Co-Chair
Thayer Academy (MA)

JOHANNA AESCHLIMAN
The Chestnut Hill School (MA)

ARA BROWN
The Williston Northampton School (MA)

TARRENCE BROWN
Lexington Montessori School (MA)

LEWIS BRYANT
Buckingham, Browne and Nichols School (MA)

STEVE CLEM
AISNE

RODNEY GLASGOW
Worcester Academy (MA)

DANIELLE HEARD
The Steppingstone Foundation (MA)

WANDA HOLLAND-GREENE
The Park School (MA)

DESIREE IVEY
Shady Hill School (MA)

CANDICE JIMERSON-JOHNSON
Brooks School (MA)

PAUL KAHN
Thayer Academy (MA)

MARCY MORENO
Concord Academy (MA)

VALENTINA PÁEZ
The Winsor School (MA)

ROBERTA PHILLIPS
Noble and Greenough School (MA)

ERIC POLITE
The Gordon School (RI)

ERIKA PRAHL
Middlesex School (MA)

VEDA ROBINSON
Phillips Exeter Academy (NH)

TERESA RODRIGUEZ
Roxbury Preparatory Charter School (MA)

LISA SUN
Nashoba Brooks School (MA)

These directors and heads of school strengthened the work of PoCC/SLDC by supporting the involvement of their faculty and staff.

LAWRENCE W. BECKER
Brooks School (MA)

E. KAY COWAN
Nashoba Brooks School (MA)

MICHAEL DANZIGER
Founder and President
Steppingstone Foundation (MA)

JAKE DRESDEN
Concord Academy

ALINE GERY
Lexington Montessori School (MA)

KATHLEEN C. GILES
Middlesex School (MA)

ROBERT P. HENDERSON, JR.
Noble and Greenough School (MA)

JERROLD I. KATZ
The Park School (MA)

TED KOSKORES
Thayer Academy (MA)

DANA LEHMAN
Roxbury Preparatory Charter School (MA) (co-director)

DEXTER MORSE
Worcester Academy (MA)

JOSH PHILLIPS
Roxbury Preparatory Charter School (MA) (co-director)

BRUCE SHAW
Shady Hill School (MA)

RACHEL FRIIS STETTLER
Winsor School (MA)

TYLER C. TINGLEY
Phillips Exeter Academy (NH)

STEVE TOBOLSKY
The Chestnut Hill School (MA)

REBECCA UPHAM
Buckingham, Browne and Nichols School (MA)

RALPH WALES
The Gordon School (RI)

BRIAN WRIGHT
The Williston Northampton School (MA)

THANK YOU!
### SDLC Co-Chairs and Faculty

NAIS and participating schools gratefully acknowledge the 2007 SDLC co-chairs and faculty for their commitment and creativity in nurturing independent school student diversity leaders and advocates.

**Liz Fernández**  
SDLC Co-Chair  
Educational Consultant (NY)

**Rodney Glasgow**  
SDLC Co-Chair  
Worcester Academy (MA)

**Rohan Arjun**  
Temple University (PA)

**Greg Bamford**  
The Overlake School (WA)

**Hamilton Boggs**  
Woodberry Forest School (VA)

**Kapono Ciotti**  
Maryknoll School (HI)

**Cecilia Coats**  
Graland Country Day School (CO)

**Maureen Cocar Dubón**  
University of Southern California (CA)

**Farid Dabaghi**  
Boston University (TX)

**Andrew Devlin**  
Haverford College (NY)

**Vivian English**  
Queen Anne School (DC)

**José Filpo**  
Breakthrough Miami @ Ransom Everglades School (FL)

**Meredith Gendreau**  
University of Massachusetts (MA)

**Noah Goldsmith**  
Occidental College (CA)

**Oscar González**  
Northwestern University (CO)

**Marjahn Golban**  
Wellesley College (MN)

**Lorraine Martinez Hanley**  
Indian Creek School (MD)

**Alicia Henry**  
University of California at Davis (CA)

**Tiané Hill**  
University of Maryland, Baltimore (MD)

**Collinus Newsome Hutt**  
Graland Country Day School (CO)

**Charlotte Jacobs**  
University of Chicago Lab Schools (IL)

**Cameron Johnson**  
NAIS (MD)

**Ashley Mackel**  
Spelman College (OH)

**Jonathan McMaster**  
Stanford University (MD)

**Nishant Mehta**  
Allen-Stevenson School (India)

**Binayak Mishra**  
Brown University (DC)

**Christopher Nelson**  
Loyola College in Maryland (MD)

**Winston Nguyen**  
Columbia University (TX)

**Diane Nichols**  
Hathaway Brown School (OH)

**Grace Nix**  
Agnes Scott College (CA)

**Monica Palmer**  
Madeira School (MD)

**Antoinette Quarshie**  
Riverdale Country School (NY)

**Camar Robinson**  
Ethical Culture Fieldston School (NY)

**Jonathan Rodkin**  
Chicago Dramatists (IL)

**Alyse Ruiz**  
Brown University (FL)

**Priyanka Rupani**  
Northwestern University (IL)

**Yoanqué Serrant**  
Environmental Science Associates (CA)

**Yoanna Torres**  
Smith College (CA)

**Stefanie Tsosie**  
Stanford University (NM)

**Felicity von Sück**  
DialogueDirect, Inc. (NY)

**Helena (Lea) Vonk**  
Oberlin College (CA)

**Kemeyawi Wahepeah**  
Harvard University (CA)

**Terrell Winder**  
Columbia University (MD)

**Maureen Yusuf**  
Breakthrough New York @ the Town School (NY)

### The NAIS Board Equity and Justice Committee

The NAIS Board’s Equity and Justice Committee is charged with responsibility for equity and justice initiatives on the board and throughout the organization. We respectfully honor and express deep gratitude to the committee members, especially committee chair Marcia Prewitt Spiller, and to the full board of NAIS for developing and unanimously passing the 2006 Resolution on PoCC.

**Marcia Prewitt Spiller**  
Committee Chair  
The Children’s School (GA)

**David Chojnacki**  
Executive Director  
Near East/South Asia Council of Overseas Schools (Greece)

**Ralph Davison**  
Greensboro Day School (NC)

**Jayasri Ghosh**  
Consultant  
Tacoma (WA)

**Dick Hall**  
Head of School  
Washington International School (DC)

**Kristi Kerins**  
Head of School  
Phillips Brooks School (CA)

**Doreen Oleson**  
Head of School  
St. Mark’s School (CA)

**Jacqueline Pelzer**  
Executive Director  
Early Steps, Inc. (NY)
The mission of the Call-to-Action (CTA), NAIS’s national think tank and advisory counsel on diversity, is:

- to address current and emerging issues of equity and justice in independent schools;
- to support the creation of healthy inclusive and equitable educational communities;
- to identify best practices and assist in the development of sustainable initiatives and action steps for NAIS and its member schools; and
- to provide opportunities for mutual support and professional development for its membership.

A substantial portion of the work of CTA is to work with the PoCC Local Committee co-chairs and NAIS staff in developing PoCC and SDLC. NAIS extends its highest admiration for the efforts of the 2007-08 CTA members who worked on this year’s conferences.

<table>
<thead>
<tr>
<th>Name</th>
<th>School/Location</th>
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<tbody>
<tr>
<td>MICHELLE BELTON</td>
<td>Lowell School (DC)</td>
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<tr>
<td>CAROLINE BLACKWELL</td>
<td>University School of Nashville (TN)</td>
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<td>KAREN BRADBERRY</td>
<td>Greenhill School (TX)</td>
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<td>JULIAN K. BRAXTON</td>
<td>Winsor School (MA)</td>
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<td>TIFFANY BRIDGEBEATER</td>
<td>The Potomac School (VA)</td>
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<td>PAMELA BUCHANAN-MILLER</td>
<td>The Latin School of Chicago (IL)</td>
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<td>CRISSY CACERES</td>
<td>Abington Friends School (PA)</td>
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<td>CLINTON CARBON</td>
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<td>SHERRIO COLEMAN</td>
<td>Independent School Consortium (PA)</td>
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<td>JUDITH-ANN CORRENTE</td>
<td>Lawrenceville School (NJ) and the Albert G. Oliver Program (NY)</td>
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<td>QUANTI DAVIS</td>
<td>Norwood School (MD)</td>
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<td>TED FARRADAY</td>
<td>Miami Country Day School (FL)</td>
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<td>LIZ FERNÁNDEZ</td>
<td>Education Consultant (NY)</td>
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<td>JOHNIE FOREMAN</td>
<td>Gilman School (MD)</td>
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<td>RODNEY GLASGOW</td>
<td>Worcester Academy (MA)</td>
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<td>JACKIE HAMILTON</td>
<td>Tower Hill School (DE)</td>
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<td>JOSIE HERRERA</td>
<td>Albuquerque Academy (NM)</td>
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<td>SARAH HERSHEY</td>
<td>Chinese American International School (CA)</td>
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<td>LAURA JAGLES</td>
<td>Santa Fe Preparatory School (NM)</td>
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<td>ALAN LECHUSZA</td>
<td>Sage Hill School (CA)</td>
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<td>ROSETTA LEE</td>
<td>Seattle Girls’ School (WA)</td>
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<td>Lick-Wilmerding High School (CA)</td>
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<td>KATHY O’NEAL</td>
<td>University Preparatory School (WA)</td>
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<td>JACQUI PELZER</td>
<td>Early Steps, Inc. (NY)</td>
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<td>GEORGE SWOPE</td>
<td>Oldfields School (MD)</td>
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<td>MANASA TANGALIN</td>
<td>Independent School Alliance for Minority Affairs (CA)</td>
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<td>KISHA WATTS</td>
<td>Thayer Academy (MA)</td>
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<td>JOHN WEST</td>
<td>The Mirman School (CA)</td>
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<tr>
<td>NIKKI WOOD</td>
<td>Organizational Development Consultant (PA)</td>
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</tbody>
</table>
On January 12–13, 2007, a group assembled at the NAIS offices in Washington, DC, with the charge to redesign the People of Color Conference (PoCC). This group was brought together by Gene Batiste, vice president, leadership education and diversity (LEAD), and facilitated by Betty Henderson Wingfield of BHW and Associates with graphic recording by Martha McGinnis of Visual Logic.

The need to redesign the conference was borne out of several driving forces:
- the “dilemma”—the ongoing issue of what to do about the ever-growing presence of white allies at a conference designed for people of color;
- ongoing feedback about needed changes in the overall affinity group work (focus/curriculum/process); and
- the realization that the conference focus was shifting more and more toward a diversity conference and away from its original mission.

In response to these driving forces, the design group developed the following recommendations:
- to address the dilemma;
- to refocus the conference;
- to revamp the affinity group work;
- to align workshops/featured speakers; and
- to redesign the conference program.

NAIS gratefully acknowledges the meritorious efforts of the following members of the PoCC Redesign Team:

**NAIS LEAD Team**

**GENE BATISTE**
NAIS LEAD Team

**JULIAN K. BRAXTON**
The Winsor School (MA)

**SIMEON BRODSKY**
Center for Talented Youth
Johns Hopkins University (MD)

**SATIRA BUSHELL**
NAIS LEAD Team

**JUDITH-ANN CORRENTE**
Lawrenceville School (NJ) and the Albert G. Oliver Program (NY)

**HEATHER FLEWELLING**
Milton Academy (MA)

**JOHN HAWKINS**
NAIS Lead Team

**ERIC OSORIO**
Noble and Greenough School (MA)

**JACQUI PELZER**
NAIS Board Member
Early Steps, Inc. (NY)

**JAY RAPP**
NAIS LEAD Team

**SAHAR SULAYMAN**
NAIS Marketing Team

**KISHA WATTS**
Thayer Academy (MA)

**TINA WOOD**
NAIS LEAD Team
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2007 People of Color Conference (POCC) in Boston
CalWest Educators Placement is committed to promoting diversity in private, independent, and charter schools. As an ongoing sponsor of POCC, we are dedicated to helping educators of color find positions as teachers and administrators.

Connect with us at Club POCC!
Where: Top Level Foyer, Grand Ballroom, BCEC
When: Thursday, Nov. 29, from 9:30-11:00 pm
At POCC, to reach Lee Miller, President: (818) 399-5129 (cell)

2008 Diversity and Connection Events
At our Diversity and Connection Events, educators meet with a variety of school administrators to learn about their schools, to network, and to take an important step toward finding "The Perfect Match!" Connect with us at these events:

Southern California - Los Angeles
Diversity Symposium • Feb. 8, 2008 (evening)
Connection Event • Feb. 9, 2008

Connection Event - New York at NAIS
Feb. 27-March 1, 2008

Northern California - San Francisco
Diversity Symposium • March 13, 2008 (evening)
Connection Event • March 14-15, 2008

Please visit our website for more specific event information and to register. We also interview in Southern and Northern California year-round.

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NAIS People of Color Conference
Boston, Massachusetts

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Or contact Institute Director, Ellen Porter Honnet, Ed.D, 617-969-3430, dr.ellenporterhonnet@earthlink.net
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AIM is a comprehensive assessment tool that engages your whole independent school community in evaluating inclusivity and multiculturalism. It delivers tangible results your school can use to measure progress and plan for the future.

To find out more and to sign up, go to www.nais.org/go/aim or contact Jay Rapp at rapp@nais.org or (202) 973-9752.
BCEC, LEVEL ONE

* Location for POCC and SDLC Check In, Information Booth, and SDLC Dismissal
SAVE THE DATE

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2008 POCC THEME
POCC 2008 IN THE CRESCENT CITY
Music for Life, Food for Thought, and Friendships that Sustain: Rebuilding and Preserving the Essence of People of Color in Independent Schools

2008 SDLC THEME
Preserving Self, Building Community, and Sustaining Change: The Essence of Student Leadership

JOIN US IN NEW ORLEANS!

On behalf of the Independent Schools Association of the Southwest, it is with utmost pride and pleasure that I extend our most cordial invitation to join us for next year’s People of Color Conference and Student Diversity Leadership Conference in December 2008, in NOLA, the Crescent City, the Big Easy, or as the natives call it, “Nawlins.” Those fortunate to attend this unique event of professional fellowship will enjoy letting the “good times roll” in one of our country’s most distinctive cities, in an atmosphere of hospitality nonpareil, marvelous music, and fabulous cuisine even as they learn, network, and grow in professional strength. The culture of New Orleans is as colorful and diverse as can be found anywhere in our great country. Its citizens are as friendly to visitors as they are proud of their uniquely blended heritage of Native American, Caribbean, African, French, Spanish, Irish, and international maritime roots.

This marvelous city is also home to some of the oldest independent schools in the country, 11 of which are ISAS members. Come visit our schools, appreciate their excellence, and experience their courage and resiliency as they rebound from the devastation suffered by Hurricane Katrina. They surely want to thank everyone for being such kind neighbors to them in their time of need!

For all these reasons and more, the 21st People of Color Conference is sure to be made all the more meaningful and memorable by your coming. As native son Ellis Marsalis observes, “In other places, culture comes from down on high. In New Orleans, it bubbles up from the streets.” You’ll love seeing for yourself!

RHONDA G. DURHAM
Executive Director,
Independent Schools Association of the Southwest

NOTE THE LATER DATE FOR THE 2008 POCC/SDLC!
Welcome to Boston! We’re excited to share our city with you!

At Winsor, diversity is a matter of “principles.”

Walk into any homeroom or office at Winsor, and you’ll find posters of our “Principles of Diversity.” These serve as daily visible reminders of our “commitment to fostering an inclusive environment and a global consciousness.”

The principles spell out what we affirm, teach, and value. They explain how Winsor cherishes respect, responsibility, and generosity of spirit.

Curious? We invite you to explore what these principles mean to our school, an independent day school for academically motivated girls in grades 5 through 12.

To learn more, please visit us on the web or talk to Julian Braxton, our director of diversity, or any other Winsor faculty members at the conference. You can reach Julian at 617-912-1350 or via email at jbraxton@winsor.edu.

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20TH PEOPLE OF COLOR CONFERENCE

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Emerging from Our Past as We Shape Our Future
14TH STUDENT DIVERSITY LEADERSHIP CONFERENCE

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ASSOCIATION OF INDEPENDENT SCHOOLS IN NEW ENGLAND (AISNE)
Conference Sponsor
AISNE is pleased and proud to be one of the sponsors of this important event and on behalf of all of our 175 member schools we welcome our colleagues of color to New England, to Boston, and to the conference. Best wishes for a terrific experience!
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