

# MOBILIZING EXCELLENCE

Regional Emerging Multicultural  
Leadership Experience



**ILLINOIS STATE  
ALLIANCE**  
Nov 3 & 4, 2022

## Join us in Chicago November 3rd & 4th for the Regional Emerging Multicultural Leadership Experience (REMLE) –

a dynamic event that celebrates and supports the Y's next generation of multicultural leaders through networking and mentoring opportunities, educational experiences, and career development resources that inspire staff to deepen their commitment to a career in the Y Movement! Join your colleagues from across the state in becoming better positioned to grow and thrive at the Y by learning from and connecting with leaders who are dedicated to educating and mentoring younger staff, leading to a deeper engagement with the Y Movement.

This year's theme, Mobilizing Excellence (ME), focuses on the greatness and potential greatness of multi-cultural staff at all levels inside our YMCAs. It's about ME and it's also about you and you and you! From the Teen Leaders to the President/CEO, let's magnify and mobilize the talent that exists within our movement.

### REGISTER NOW ON LCDC:

<https://lcdc.yexchange.org/s/e74p96s>

Complete additional registration questions here:

<https://illinoisymcas.regfox.com/illinois-regional-emle>

### ILLINOIS STATE ALLIANCE OF YMCAS

Christy Filby, Executive Director

[christy.filby@illinoisymcas.org](mailto:christy.filby@illinoisymcas.org)

309-798-3423



## DETAILS

### Registration Fee: \$65

Hotel: Chicago Marriott at Medical District/UIC, 625 South Ashland Avenue, Chicago, IL 60607, \$225 per night

[Book your group rate for Illinois State Alliance of YMCAs](#)

Conference Location: Malcolm X College, 1900 W Jackson Blvd, Chicago, IL 60612

## AGENDA

### THURSDAY, NOVEMBER 3, 2022

11:00 am – 3:00 pm Optional Pre-Conference Training: Dimensions in Diversity  
5:00 pm – 7:00 pm Opening Reception



### FRIDAY, NOVEMBER 4, 2022

8:00 am – 8:30 am Opening  
8:45 am – 9:00 am BREAK  
9:00 am – 10:00 am Workshop I  
10:00 am – 10:15 am BREAK  
10:15 am – 11:15 am Workshop II  
11:30 am – 12:30 pm LUNCH  
12:30 pm – 2:00 pm Vitality Cafes  
2:00 pm – 2:15 pm BREAK  
2:15 am – 3:15 pm Panel  
3:15 pm – 4:00 pm Reflection and Closing

This Regional EMLE is hosted by the Illinois State Alliance of YMCAs  
in partnership with: Gateway Region YMCA, McGaw YMCA,  
YMCA of Metropolitan Chicago, and YMCA of Rock River Valley

With support from:



## PLANNING COMMITTEE

Madeliene Brice	Gateway Region YMCA
Missy Contri	North Suburban YMCA
Alicya Dennison	McGaw YMCA
Emmet Dingle	YMCA of Rock River Valley
Jill Doerner	YMCA of Metropolitan Chicago
Roland Fouche	McGaw YMCA
Jeremy Freeman	YMCA of Metropolitan Chicago
Rebecca Graves	YMCA of Springfield
Phillip Hatten	Gateway Region YMCA
Kemet Hetep	Gateway Region YMCA
Nia Jeffrey	Gateway Region YMCA
David McDaniel	Gateway Region YMCA
Zach Monte	Decatur YMCA
Monique Parsons	McGaw YMCA
Brent Pentenburg	YMCA of Rock River Valley

Keesiya Robertson	YMCA of Metropolitan Chicago
Matthew Robinson	YMCA of Metropolitan Chicago
SherriRocklage	Gateway Region YMCA
Calvin Rosebud	Gateway Region YMCA
Justin Shlensky	YMCA of Metropolitan Chicago
Veronica Simon	Gateway Region YMCA
Ken Strawbridge	Gateway Region YMCA
Deb Tallo	Gateway Region YMCA
Renee Tillman	Gateway Region YMCA
Megan Vazquez	North Suburban YMCA

#### Alliance Staff:

Wendy Bonilla	Illinois State Alliance of YMCAs
Christy Filby	Illinois State Alliance of YMCAs

## PRE-CONFERENCE ACTIVITIES

### Training Opportunity: Dimensions in Diversity

Thursday, November 3rd, 11 am–3 pm at Metro Chicago, 1030 W. Van Buren St., Chicago, IL 60607

\$23 per person • Register on LCDC: <https://lcdc.yexchange.org/s/c44c38e>

Instructor: Megan Vazquez

Leading with inclusion means working effectively with people of different backgrounds, experiences, opinions and perceptions. In this interactive five-hour course you will be able to develop an awareness of the different dimensions of diversity and how to apply those in your day-to-day work. Upon completion of this course, you will be able to:

- Define and explain the benefits of diversity and inclusion at the YMCA.
- Recognize one's own dimensions of diversity and what influences those dimensions.
- Influence others by demonstrating diverse and inclusive behaviors to increase membership and community impact.
- Recognize other dimensions of diversity and explore how they influence your perception of the world and how the world sees you.
- Appreciate and have empathy for others dimensions of diversity and how this informs relationship building. Recognize opportunities for inclusive practices among all areas of opportunity in your Y and your community.

### Opening Reception

Thursday, November 3rd, 5–7 pm at Chicago Marriott at Medical District/UIC, 625 South Ashland Avenue, Chicago, IL 60607

Join us for words of welcome, networking, and heavy hors d'hoeuvres. Cash bar.

## WORKSHOP OPTIONS (you will have the opportunity to attend two workshops)



### Altering Your Voice

Nia Jeffrey, Senior Program Director, Gateway Region YMCA

We are done with code switching! Voice is defined as “an agency by which a particular point of view is expressed or represented. Here, we learn to be ourselves while altering the time, place, and contents of our conversations to fit the people we are addressing. It is important to know how to speak and interact with the people around you in a way that breeds success. Our success as leaders comes from being able to read the room and figure out the best approach to get people inspired to do what you need them to do. However, how we talk or the vernacular in which we decide to articulate ourselves should not have to always be modified as a result.

.....



### Business Etiquette and Personal Branding

Cherese R. Ledet, Chief Community Development and Equity Officer

This interactive session will equip you with the key elements of Business Etiquette and Personal Branding. We will discuss the critical role they play in improving your skills, networking techniques and overall career growth.

.....

continued on next page

## WORKSHOP OPTIONS (you will have the opportunity to attend two workshops)



### Career Mapping

Jawanza Barial-Lumumba serves as the National Senior Manager of Networks & Engagement on the Multicultural Leadership Development team at the YMCA of the USA.

Career Mapping: In order to explore the career you want to have in the Y, you have to know where you're going, right? This Career Mapping workshop explores essential tools you need on your career journey in the Y, explore transferrable skills and programs that could further your advancement, and begin to explore the question: "what trajectory am I taking my career in?"

---



### Effective Communication & Difficult Conversations

Mgcini Mpofu, Executive & Business Support Director, Two Rivers YMCA

Difficult conversations are a necessary part of working well with others. Reaching an understanding is often the first step toward creating a better work environment. This session will explore the power of communication and how unresolved conflict can fuel inequity, employee dissatisfaction, and create a space of othering. In addition, this workshop will focus on language, vocabulary, and channels of communication that can be reframed, repositioned, and re-envisioned to serve the purposes of equity, inclusion, and belonging in this moment and beyond.

---



### First Things First: Taking Care of Me

Joy Ebhomien, Senior Finance Consultant and Board of Trustees Member, Village of Northbrook, IL and Megan Vazquez, Sr. Director of Wellness, North Suburban YMCA



Thousands of studies have shown that mindfulness can help reduce stress, anxiety, and even depression. Leading during this time is taking its toll on our leaders – and we need you to stay strong so that we can continue the fight for equity. During our time together, we will take a brief journey for mental wellness and healing. Together, we will practice building self-compassion in this healing space. Participants will also walk away with useful tools that can be used anywhere.

---



### Good Trouble: Activism vs. Advocacy

Jill Edelblute, Senior Director of Government Relations for the YMCA of Metropolitan Chicago

Good Trouble: Forwarding the YMCA Mission with Elected Officials With so many mixed messages in the media about what's happening at city halls, state capitals and Washington, DC, how do YMCAs cut through the noise to strengthen our communities? In this workshop we will explore ways to prepare yourself and others at your YMCA to successfully advocate for the YMCA Mission.

---



### Keep The C.H.I.P. Drivers for Inspirational Leadership

Khalilah P. Harrison, Manager of Multicultural Leadership Development, National Diversity, Inclusion, and Global Development, YMCA of the USA

Have you ever heard of having a chip on your shoulder? Do you think it's a bad thing? In this workshop, you will look at the history of the colloquialism and the direct connection to inspirational leadership. You will gain understanding of why keeping the chips on your shoulders can motivate you to another level of greatness in your leadership.



## WORKSHOP OPTIONS (you will have the opportunity to attend two workshops)



### **Networking BY Necessity: Succeeding as an Introvert**

Toneal Jackson, International Award-Winning Author, Speaker and Activist

Trying to emerge as a leader can sometimes appear overwhelming, intimidating, and even impossible – ESPECIALLY for an introvert. How can you be triumphant when you don't naturally gravitate towards the social circle? Networking by Necessity: Succeeding as an Introvert is designed to teach those who are shy, reserved and withdrawn how to be victorious in any environment!



### **Overcoming Obstacles: A Diamond Out of the Rough (Resiliency)**

Renee Tillman, Branch Executive Director, Gateway Region YMCA

Conversations about what it is to be resilient and maintain a positive attitude towards your place of employment. Frequently when we encounter difficult situations that can be career shaping there are one of 4 things that happen if we decide to stay with the company. 1) We forget and move forward (It is swept under the rug). 2) We change us to avoid experiencing the same conflict 3) We push through while harboring feelings of resentment that interfere with our day-to-day success. 4) We forgive, we establish boundaries, and we create an environment sustainable enough that the next person does not experience the same. Which one has happened to you?



### **The Power of “No”**

Kerry T. Smith, Development Director for the Hunger Resource Network in Northbrook, IL

According to Oprah, NO is a complete sentence. Many BIPOC employees struggle with saying “no” because of the fear of being labeled by the dominant culture as “lazy, problematic, or unable to keep up.” In this workshop you will learn how always saying “yes” can be damaging to one’s mental health and lead to burnout. In addition, you will learn the benefits of how saying “no” can create better mental health through self-care, building your self-esteem, and confidence in your professional and personal lives.



### **Welcome to the Multicultural Leadership Development Network**

Jawanza Barial-Lumumba serves as the National Senior Manager of Networks & Engagement on the Multicultural Leadership Development team at the YMCA of the USA.

This workshop is an overview for staff who are 2 years or less in the Y, to learn about the national strategy and the local opportunities that are fostered by Y-USA's Multicultural Leadership Development network! This includes exploring national experiences, professional development cohorts, employee resource group strategies, engaging in professional mentoring, coaching, and more!



### **Your Identity Vs. Your Habits**

Richard Hayes, Associate Vice Chancellor of Financial Aid & Scholarships with City Colleges of Chicago

This presentation will explore how changing a habit instead of yourself can increase confidence, moral and efficiency in the work place. We will dive briefly into the world of emotional intelligence, nature-vs-nurture, and habitual ignorance. Using a team defining activity and an unconventional demonstration that packs comedy and raw energy into education, you are sure to leave with a new view on your habits vs. yourself.