

DIVERSITY, EQUITY & INCLUSION IN THE AMERICAN ECONOMY

ABOUT THIS COURSE:

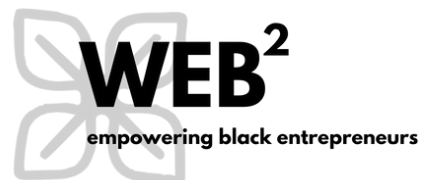
WEBB Squared's mission is to redress the racial wealth gap and build generational wealth by providing incubator-accelerator services to Black entrepreneurs and People of Color job seekers in rural NC.

We designed this course for governments, small business aggregators, and corporate entities with the following objectives:

- Learn why a DEI framework is a measurable, key factor in rural economies and how it impacts relationships, organizations, markets, and the bottom line.
- Deepen your understanding of DEI and how it impacts your businesses, organizational budgets and our economy.
- Understand how the growing racial wealth gap is everyone's problem, not just people of color.
- Understand how powerful a DEI initiative can be in reaching target markets and building viable vibrant businesses.



Revenue from our educational training program is re-invested directly into our programs for Black entrepreneurs.



THE MODULES

**THIS COURSE IS DIVIDED INTO FIVE MODULES.
EACH MODULE HAS TWO TRAINERS.**

Modules 1 & 2 - *Framework for Equity*

Module 1: Viewing the American Economy with a Race Equity Lens *(Zoom, in person, or hybrid)*

The history that developed the American economy is intriguing and thought-provoking. This module explores critical milestones in this development century by century. Examining this history helps us to gain valuable insight into our current economy.

Module 2: Understanding the Racial Wealth Gap 2022 *(In person)*

An interactive workshop using board games, perspective swapping and data to address the racial wealth gap, its causes, and its impacts on local rural economies.

For fuller engagement, we highly recommend the courses to be taken in person.

Modules 2 and 4 are designed specifically for in person.

Modules 3,4 & 5 - *Making Equity Work for Your Organization*

Module 3: Policies and Practices that Perpetuate the Racial Wealth Divide *(Zoom, in person, or hybrid)*

We explore in this module the underlying intersection of policies across sectors that inform and perpetuate the wealth gap. We also share proven and practical methods to shift toward more equity-based policy-making frameworks.

Module 4: Casting a New Vision for Prosperity *(In person)*

An interactive workshop that explores economies built on an abundance framework through games and case studies, with a goal to transform narratives of scarcity and zero-sum mental models.

Module 5: Leveraging Diversity and Inclusion for Organizational Excellence *(Zoom, in person, or hybrid)*

We consider the hidden variables of DEI in our organizational outcomes and share how to turn challenging situations into opportunities that can positively impact your organization's bottom line.

OUR TRAINERS

Stephanie is a Community Organizer, trainer, and entrepreneur. She was the Founding Organizer for Justice United in Community Effort and Industrial Areas Foundation organization. She is also a Co-Founder of Organizing Against Racism Orange County, a Racial Equity Institute Affiliate.

Stephanie was the Founder Organizer for the Campaign for Racial Equity in Chapel Hill Carrboro City Schools. She led a campaign to address the achievement gap by getting an equity assessment report with recommendations adopted and incorporated into the district by the school board.

Stephanie has consulted for The Durham County Health Department and RAFI-USA and provided race equity training for the Chatham County Health Dept, Chatham DSS, Duke University Trauma-Informed Care Project, and more.

Stephanie currently designs trainings and organizes for CORE and is the Executive Director of WEBB Squared. She lives with her husband and son in Pittsboro, NC



Stephanie Terry, Executive Director and co-founder of WEBB Squared



Rinnie Orr, Associate Director and co-founder of WEBB Squared

In her professional life, Rinnie has been working with seminars, churches and nonprofits for 30+ years. A lifetime of deep inner study of philosophy, religion, art and spirituality has helped her shape a vision for a more connected, equitable and interdependent world.

Rinnie is also a trained coach through Coach Training Alliance bringing her passion for personal and societal transformation to her work with WEBB Squared entrepreneurs. She also holds a Master's in Religious Studies from Chicago Theological Seminary.

Rinnie currently lives in Durham with her three cats, Millie, Jupiter and Moonbear.

FAQ'S AND PRICING STRUCTURE

How long is the course?

The entire course is 20 hours - each course is 4 hours long.

The course can be tailored according to your needs.

For example:

- 2 1.2 days retreats - 5 modules
- 5 half day retreats
- 10 two hour trainings

Do organizations have to buy all five modules?

We highly recommend you purchase Modules 1 and 2, which helps you build a foundation for the DEI work.

The other modules can be taken individually or mixed or matched as part of a training retreat.

Do we have to take the modules in numerical order?

Only Modules 1 and 2 are required in order. The other modules can be taken individually at your preference.

What is the pricing structure?

Each module is \$2000 for up to 20 people. If your organization is training more than 20 people, we will customize a package that meets your needs.



For more more information and/or a course proposal, please contact

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