



Good Afternoon;

On behalf of the Student Well Being Office and the Diversity & Community Involvement Department, we would like to invite you to participate in the webinar described below. The two presenters are dynamic professionals who are widely respected nationally for their work in creating inclusive, socially just environments.

We are hoping that participation in this webinar can inspire dialogue among our participants and others that will help us to 'learn how to help shift the culture so we can better support racially marginalized groups and challenge racism on our campus.'

The webinar is scheduled for: Wednesday, July 26, 2 - 3:30 and we will have a brief discussion following the webinar from 3:30 - 4 p.m. The program will be held in 310B Student Center.

*Share this with other students, faculty, and staff (or other departments) that you believe may be interested in attending. **It would be helpful if those planning to attend, RSVP to [swood@emich.edu](mailto:swood@emich.edu) so we have an idea on the number of people to expect.***

Hope to see you on July 26!

Ellen Gold  
Student Well Being

Steve Bryant  
Diversity and Community Involvement

Introducing a New Webinar:

## **Racial Battle Fatigue: Shift Your Campus Culture to Better Support Students, Faculty & Staff of Color**

**Wednesday, July 26th • 2-3:30 pm (ET)**

**Y**our students, faculty and staff members of color are counting on you to provide them with the support they need to avoid experiencing Racial Battle Fatigue. For many people of color, persistent and degrading racial microaggressions have taken a physical, psychological and emotional toll. Manifesting as fatigue, generalized anxiety, stress and a myriad of other ills, Racial Battle Fatigue is a very real problem for not only students at predominately white institutions, but for faculty and staff of color, as well.

Join us on July 26, 2017 with experts Dr. Kathy Obear and Dr. Tanya Williams and in just 90 minutes, you'll learn how to help shift the culture on your campus so you can better support racially marginalized groups and challenge racism on your campus.

### **Learning Outcomes**

This live event will include the following topics:

- The ways that Racial Battle Fatigue impacts people marginalized by racism. ***Intervene and learn ways to support so your students, faculty and staff don't continue to experience the physical, psychological and emotional toll that racial microaggressions can cause.***
- Liberatory strategies that support marginalized students, faculty and staff of color on your campus — ***shift the institutional culture to lessen the impact of Racial Battle Fatigue in your community.***

- The ways that white colleagues can ally with People of Color to lessen the impact of racism — **recognize unearned privilege, take responsibility for changing societal patterns and better support minority groups on your campus.**
- Strategies for creating organizational change to create greater racial justice and to minimize Racial Battle Fatigue.



## Panelist Bio - Kathy Obear, Ed.D

**Dr. Kathy Obear is a Co-Founder of the Social Justice Training Institute ([www.sjti.org](http://www.sjti.org)) and is regarded as an expert at training leaders and facilitators to navigate difficult dialogues and triggering events.**



Dr. Kathy Obear has over 30 years of experience as an organizational development consultant and trainer specializing in creating inclusion, team and organizational effectiveness, conflict resolution, and change management. She has given speeches, facilitated training sessions, and consulted to top leaders at hundreds of universities, human service and K-12 organizations, and corporations across the United States and internationally designed to increase the passion, competence, and commitment to create inclusive, socially just environments for all members of the organization. As she consults with and trained white leaders and change agents, she has challenges them to do the necessary depth of self-work to disrupt internalized dominance and racist beliefs as they intentionally deepen their capacity to partner with colleagues of color and other whites to create racial justice in their organizations. Dr. Obear is a Co-Founder of the Social Justice Training Institute

([www.sjti.org](http://www.sjti.org)) and is regarded as an expert at training leaders and facilitators to navigate difficult dialogues and triggering events. She recently published two books, available on Amazon: *Turn the Tide: Rise Above Toxic, Difficult Situations in the Workplace*, and *But I'm NOT Racist: Tools for Well-Meaning Whites*. As a certified Life Coach and Executive Coach, Kathy supports leaders to live into their highest intentions and create greater equity and inclusion throughout their spheres of influence.



## Panelist Bio Tanya Williams



**Dr. Tanya Williams is the Lead Consultant for Authentic Coaching and Consulting.**

Tanya's mission is to provide and create spaces in relationships, conversations, communities for all people to feel seen and appreciated for their authentic selves. She believes that educating and working toward equity, as well as creating spaces of justice and communication all grow out of that desire. Born and raised in Houston, Texas, she currently lives in New York City and leads Authentic Coaching and Consulting ([www.authenticseeds.org](http://www.authenticseeds.org)). Tanya has over 20 years of diversity, inclusion and social justice teaching, programming and facilitation experience in higher education including professional roles at the University of Massachusetts Amherst, Mount Holyoke College, and Union Theological Seminary in the City of New York. She holds a doctorate (Ed.D) in Social Justice Education from the University of Massachusetts at Amherst, and her dissertation focused on internalized oppression and process toward liberation. She also holds an MS in Educational Administration and a BA in Journalism and English from Texas A&M University.