
2021 JOURNEY TOWARD INCLUSIVE EXCELLENCE



AN ENTITY OF THE INCLUSIVE IMPACT INSTITUTE

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NEXT STEPS

WELCOME TO THE 2021 JOURNEY TOWARD INCLUSIVE EXCELLENCE

JOURNEY COMMITTEE

The Journey Committee formed following a presentation in February 2017 focused on implicit bias observed in the expulsion rates in early childcare centers across the county. In response, the Journey Committee saw the benefit of continued collaboration, working toward making Boone County, Missouri a model for inclusive excellence. *The Journey is one of the initiatives of the Inclusive Impact Institute with the support of the Journey Committee.*



NIKKI MCGRUDER
University of Missouri
Health Care System



KARI UTTERBACK
City of Columbia



VERNA LABOY
City of Columbia



LAUREN WILLIAMS
Daniel Boone Regional
Library



SECILY DEVESE
Veterans United Home
Loans



D'ANDRE THOMPSON
Boone County
Community Services



CHRIS HORN
Shelter Insurance



SARAH MOREAU
Central Bank of
Boone County



CARLA LONDON
Columbia Public
Schools

JOURNEY SPONSORS



Veterans United
Home Loans



Daniel Boone
Regional Library



Boone County
Children's Services Fund



Commerce Bank®
Member FDIC



Columbia
PUBLIC SCHOOLS



Regional Economic Development Inc.
IEDC ACCREDITED



Heart of Missouri United Way

GUIDE TO THE JOURNEY TOWARD INCLUSIVE EXCELLENCE

JOURNEY TOWARD INCLUSIVE EXCELLENCE

The Journey Committee kicked off its first Journey Toward Inclusive Excellence in 2018. The series ran from January to August and celebrated the year with Columbia, Missouri's Mayor, Brian Treece, proclaiming August as "Inclusive Excellence" Month. The Journey Committee is thrilled to kick off the fourth annual Journey Toward Inclusive Excellence. This year, the journey will offer different experiences based on participant feedback. The Journey Toward Inclusive Excellence does not cease at the end of August, but rather a lifelong commitment.

MISSION STATEMENT

The Journey Toward Inclusive Excellence ("The Journey") intentionally fosters equity, diversity, and inclusion by creating educational opportunities, raising awareness, and providing strategies to bring to life the vision of inclusive excellence in our community.

VISION STATEMENT

Boone County, Missouri will become a model for inclusive excellence.

2021 JOURNEY TOWARD INCLUSIVE EXCELLENCE OBJECTIVES

- Develop a self-awareness of our biases and the roles they play both personally and professionally.
- Learn how to create a community where all feel valued and can thrive.
- Recognize privilege and oppression and their impact on our community.
- Commit to impacting the systems which oppress others personally and professionally.

GUIDELINES FOR PARTICIPATION

- We invite full participation and invite everyone to lean into discomfort.
- Dissent and conflict can be vital in building a community of inclusive excellence. Listen carefully and don't interrupt.
- We encourage you to speak up if you are quiet and step back if you tend to share a lot.
- Keep an open mind and be open to learning.
- It's vital to remember to work an issue and not a person.
- Most importantly, be respectful of the speaker even when you disagree.



INCLUSIVE
IMPACT
INSTITUTE

At Inclusive Impact Institute (III), we're committed to creating diverse and inclusive communities. Our curriculum reflects this commitment, as well as the diverse backgrounds and cultures of our instructors and participants alike. Working with our Advisory Council, corporate partners, and committees, we are looking to continue much of the work of III. We are in the transition planning phase to have the structure and resources in place to support our programming.

DEPARTURE INSTRUCTIONS

Your passport contains pre-scheduled experiences that are available between January - August 2021. Experiences will continue to be added throughout the series. Majority of the experiences will be held virtually and may require registration prior to attending. Information will be updated at:

www.inclusiveimpact.org/journey-toward-inclusive-excellence

1

COMPLETE IMPLICIT ASSOCIATIONS TEST

Explore the Implicit Association Test (IAT), which measure attitudes and beliefs toward different topics. We encourage you to take different IATs at the beginning and end of your journey to see if your attitudes/beliefs have changed. We suggest you begin with the category in which you think you will have the least bias. You may be surprised by your results. To complete the IATs, go to:

<https://implicit.harvard.edu/implicit/selectatest.html>

Select a date to attend a Cycle of Socialization. These dates can be found beginning on page 11. Additional dates may be added to the schedule and can be found on our website. This unique experience will assist you in understanding the ways in which we are socialized, how we are socialized, how we are impacted by oppression and privilege, and how we all contribute to maintaining oppressive systems.

2

ATTEND A CYCLE OF SOCIALIZATION EXPERIENCE

3

ATTEND EXPERIENCES THAT CREATE PERSONAL GROWTH

Based on your increased self-awareness through your IAT and the Cycle of Socialization experience, select experiences to attend that will help you personalize your journey. We suggest intentionally attending the experiences that will challenge your biases and create opportunity for personal growth. Use this journey as a way to get out of your comfort zone. All events associated with the Journey Toward Inclusive Excellence have been reviewed by our committee.

Welcome to Your Public Library



Daniel Boone Regional Library strives to connect you to opportunities for a lifetime of discovery, learning and joy in a number of different ways, and pledges to continue working toward building a community that embraces diversity. Our doors are open to give all equal opportunity to live a rewarding life.

We invite you to use the library's digital branch, www.dbrl.org, which gives you virtual access to nearly all the same services available at our buildings.

- Browse the digital collection and check out eBooks, audiobooks, movies, music, magazines and TV shows.
- Find useful resources for researching many topics.
- Take classes on tech skills, arts topics or career development and other varied topics.
- Participate in a library program.
- Ask the library staff a question.

All you need is a free library card to gain access to these online library resources and more.

The Daniel Boone Regional Library system serves Boone and Callaway Counties.



Daniel Boone Regional Library

www.dbrl.org |     



CentralBank.net/ProsperU

EMPOWERING YOUR FINANCIAL SUCCESS

Central Bank of Boone County created ProsperU to help you build a strong financial life. You can take classes, attend workshops and even get one-to-one financial help. ProsperU programs can be done on site at our classroom building at 7th and Broadway, or, really, anywhere - your church, business, classroom or favorite gathering spot.

ProsperU offers a constantly changing array of classes in three areas of emphasis:

Financial

How exactly do most people learn about managing their finances? They don't. Money is intimidating. These classes tackle the basics, like creating a budget and fixing bad credit, but then take you to challenges like buying your first home or managing money after a divorce. Everyone should know how to handle money, no matter where you are in your life journey.

Personal

Building a strong financial life requires building a strong personal life. Are you comfortable filling out a job application? What about shopping on a budget? These classes address the whole person, whether you need to practice a job interview, learn a new skill, or simply want to feel more comfortable in the business world.

Business

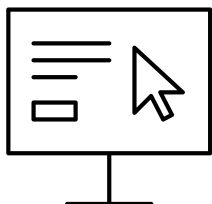
Small business is the backbone to our economy yet how do you learn the things you need to not just start a business but create success and grow it? These classes cover a wide range of business topics, from creative marketing to SBA Loans to growing your home-based business to a storefront. A small business life isn't for everyone and these classes can help clarify your business plan.

Take Action Today

A full schedule of classes and events is available each month at www.centralbank.net/prosperu. Register for classes online, call us at 573-817-8900 or email at prosperu@centralbank.net.

WWW.CENTRALBANK.NET/PROSPERU

JANUARY



We encourage you to visit the Journey website for updated experiences throughout the journey. Additional information, experience registration and updates can be accessed at www.inclusiveimpact.org/journey-toward-inclusive-excellence.

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Columbia Values Diversity Celebration

Ongoing

Format: Virtual

The Columbia Values Diversity Celebration brings people together from throughout the community for a special program honoring Dr. Martin Luther King Jr. Visit comodiversitycelebration.com for more details.

MU Celebrates Martin Luther King Jr.

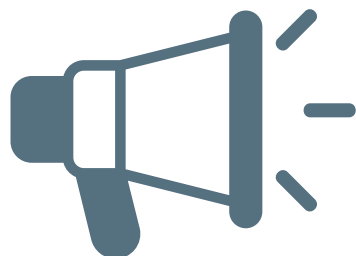
Time: 4:30-6:30pm

Format: Virtual

Featuring Ambassador Andrew Young speaking on "Infinite Hope: The Power and Possibilities of Dr. Martin Luther King, Jr.'s Vision". Visit

<https://diversity.missouri.edu/our-work/mu-celebrates-martin-luther-king-jr/> for more event information.

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Join the Journey Committee for live Facebook discussions. Look for announcements with topics and times throughout the Journey series.

FEBRUARY

1
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City of Columbia Historical Display

Monday-Friday throughout February Format: In-Person

An African-American history exhibit will be available on weekdays, from 10 a.m. to 6 p.m., throughout the month of February. The display is open at the Armory Sports Center, 701 E. Ash. Individuals are welcome to view the exhibit while social distancing.

Minority Youth: Inequities in Justice (Part I)

Time: 7:00pm

Format: Virtual

This two-part virtual forum will provide background information on the disparities in discipline for minority youth and opportunities for community action.

3

9

Lunch and Learn: Heart of Missouri United Way Equity Challenge

Time: 12:00-1:00pm

Format: Virtual

During the Heart of Missouri United Way's Equity Challenge, participants gain awareness and understanding of racism and learn how to help build a community in which people's outcomes in life are not determined by their skin color.

Cycle of Socialization

Time: 6:00pm

Format: Virtual

Explores how we are socialized into systems of oppression by messages from family, friends, institutions, media and culture.

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Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

FEBRUARY

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Minority Youth: Inequities in Justice (Part II)

Time: 7:00PM

Format: Virtual

This two-part virtual forum will provide background information on the disparities in discipline for minority youth and opportunities for community action.

Human Library: Unjudge Someone

Time: 1:00-3:00pm

Format: Virtual

The Human Library creates a space for conversations that challenge prejudice and let people speak openly about difficult topics. Individuals with a variety of experiences around disability, health, race, gender identity and more will share their stories.

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World Religions Series: Hinduism

Time: 7:00-8:00pm

Format: Virtual

This five-session series is presented by Jonathan McFarland and Sahba Jalali, along with a practitioner or scholar from each different faith. You will learn about the diversity of beliefs, teachings, practices and sacred texts; how faiths and religions are practiced in our community; and discuss how all of these facets continue to shape and be shaped by culture.

Holding Space: Support without Judgement

Time: 6:00pm

Format: Virtual

What is holding space? Who is responsible for holding space? When and how can you do it for others? Whether you're familiar with this term or not, come for a conversation about empathy and compassion facilitated by Kari Utterback and Mason Aid.

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Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

FEBRUARY

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4th Annual Black Business Expo

Ongoing

Format: Virtual

REDI, the City of Columbia, and Columbia College will showcase local minority-owned businesses in our community. Visit www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information.

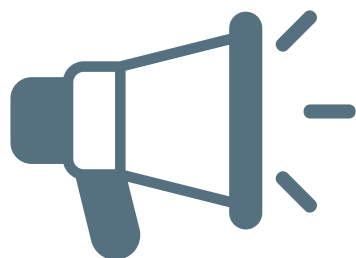
Black History and Culture Trivia Night

Time: 6:45-9:00pm

Format: Virtual

Join us for a fun celebration of African American history and culture. Emceed by the great Cyndi Frisby, this year's event will be virtual, but the prizes will be real. Check in starts at 6:45 p.m. and play begins at 7 p.m. The sponsoring organizations include University of Missouri Libraries, University of Missouri Department of Black Studies, Daniel Boone Regional Library, and Columbia Honda.

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Join the Journey Committee for live Facebook discussions. Look for announcements with topics and times throughout the Journey series.

Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

MARCH

9

Lunch and Learn: Columbia's Police Department

Time: 12:00pm

Format: Virtual

Columbia Police Chief Geoff Jones will give an update on policing in Columbia and the department's goals for the future. This online presentation is co-sponsored by the League of Women Voters of Columbia-Boone County.

Self-Care Workshop

Time: 6:00-7:30pm

Format: Virtual

Self-care is empowering, centering and necessary throughout our lives. Whether you are working to promote social justice, struggling to cope with the pandemic or simply living your every day, self-care is critical. Join this session to understand what self-care is, why it is important and how you can build solid practices to improve your well being. Taking care of yourself is revolutionary!

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World Religions Series: Buddhism

Time: 7:00-8:00pm

Format: Virtual

This five-session series is presented by Jonathan McFarland and Sahba Jalali, along with a practitioner or scholar from each different faith. You will learn about the diversity of beliefs, teachings, practices and sacred texts; how faiths and religions are practiced in our community; and discuss how all of these facets continue to shape and be shaped by culture.

Book Discussion: *The Invention of Wings* by Sue Monk Kidd

Time: 12:00-1:00pm

Format: Virtual

Join us for a one-hour discussion on the book *The Invention of Wings* by Sue Monk Kidd. Please read the book prior to the discussion.

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Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

MARCH

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Book Discussion: The Invention of Wings by Sue Monk Kidd

Time: 7:00-8:00pm

Format: Virtual

Join us for a one-hour discussion on the book *The Invention of Wings* by Sue Monk Kidd. Please read the book prior to the discussion.

Human Library: Unjudge Someone

Time: 1:00-3:00pm

Format: Virtual

The Human Library creates a space for conversations that challenge prejudice and let people speak openly about difficult topics. Individuals with a variety of experiences around disability, health, race, gender identity and more will share their stories.

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Cycle of Socialization

Time: 12:00pm

Format: Virtual

Explores how we are socialized into systems of oppression by messages from family, friends, institutions, media and culture.

World Religion Series: Judaism

Time: 7:00-8:00pm

Format: Virtual

This five-session series is presented by Jonathan McFarland and Sahba Jalali, along with a practitioner or scholar from each different faith. You will learn about the diversity of beliefs, teachings, practices and sacred texts; how faiths and religions are practiced in our community; and discuss how all of these facets continue to shape and be shaped by culture.

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Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

APRIL

7

World Religion Series: Islam

Time: 7:00-8:00pm

Format: Virtual

This five-session series is presented by Jonathan McFarland and Sahba Jalali, along with a practitioner or scholar from each different faith. You will learn about the diversity of beliefs, teachings, practices and sacred texts; how faiths and religions are practiced in our community; and discuss how all of these facets continue to shape and be shaped by culture.

Lunch and Learn: Climate Action & Energy Resource Planning

Time: 12:00pm

Format: Virtual

Join us for an update on the City of Columbia's Climate Action and Adaptation Plan and Water & Light's Integrated Electric and Resource Master Plan. The program will be presented by Carolyn Amparan and Jay Haysheider, members of the Mayor's Task Force on Climate Action & Adaptation Planning. Co-sponsored by the League of Women Voters of Columbia-Boone County.

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Human Library: Unjudge Someone

Time: 1:00-3:00pm

Format: Virtual

The Human Library creates a space for conversations that challenge prejudice and let people speak openly about difficult topics. Individuals with a variety of experiences around disability, health, race, gender identity and more will share their stories.

Language: Let's Change it Up

Time: 6:00pm

Format: Virtual

Come discuss how the English language is used to reinforce stereotypes and what words we can use to uplift each other instead. Facilitated by Kari Utterback.

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Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

APRIL

21

World Religion Series: Baha'i

Time: 7:00-8:00pm

Format: Virtual

This five-session series is presented by Jonathan McFarland and Sahba Jalali, along with a practitioner or scholar from each different faith. You will learn about the diversity of beliefs, teachings, practices and sacred texts; how faiths and religions are practiced in our community; and discuss how all of these facets continue to shape and be shaped by culture.

Unbound Book Festival Keynote: Tracy K. Smith and Jericho Brown

Time: TBA

Format: Virtual

Join Unbound Book Festival for an unforgettable evening welcoming two beloved Pulitzer Prize-winning poets in conversation to conclude Unbound's sixth festival. Visit www.unboundbookfestival.com for more information.

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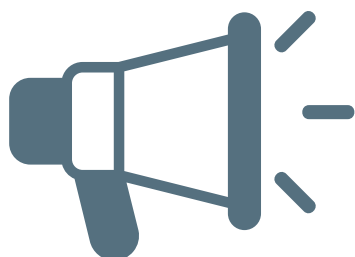
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Cycle of Liberation

Time: 6:00pm

Format: Virtual

Explores how we work against our socialization and make space for everyone.



Join the Journey Committee for live Facebook discussions. Look for announcements with topics and times throughout the Journey series.

Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

MAY

4

Self Care Workshop

Time: 6:00-7:30pm

Format: Virtual

Self-care is empowering, centering and necessary throughout our lives. Whether you are working to promote social justice, struggling to cope with the pandemic or simply living your every day, self-care is critical. Join this session to understand what self-care is, why it is important and how you can build solid practices to improve your well being. Taking care of yourself is revolutionary!

Lunch and Learn: Mental Health

Time: 12:00pm

Format: Virtual

Join the library and the League of Women Voters for this monthly public policy forum.

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JUNE

4

Juneteenth

Time: TBA

Format: TBA

Our community will be celebrating Juneteenth that commemorates this important American holiday that announced on June 19, 1865, the abolition of slavery in Texas, and more generally the emancipation of enslaved people throughout the former Confederate States of America. Visit www.inclusiveimpact.org/journey-toward-inclusive-excellence for updates.

Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

JULY

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Self Care Workshop

Time: 6:00-7:30pm

Format: Virtual

Self-care is empowering, centering and necessary throughout our lives. Whether you are working to promote social justice, struggling to cope with the pandemic or simply living your every day, self-care is critical. Join this session to understand what self-care is, why it is important and how you can build solid practices to improve your well being. Taking care of yourself is revolutionary!

AUGUST

State of Inclusivity Conference

Time: TBA

Format: TBA

The mission of this full-day conference is to provide learning opportunities for individuals, organizations, and corporations to continue the journey to impact the systems that oppress others personally and professionally so that we can truly achieve the goal of an inclusive community.

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Go to www.inclusiveimpact.org/journey-toward-inclusive-excellence for more information, experience registration and updates.

FLORISH INITIATIVE

Fostering Life-Changing Opportunities

Weaving resources and relationships together so all youth can flourish.

We want to see youth become their best selves and lead their best lives. Flourish provides a safe and healthy home environment, supportive relationships and development opportunities for students at Douglass High School. Our hope is to support all aspects of well-being so our youth who experience major barriers can move from surviving to thriving.

www.allyouthflourish.org



Flourish_Initiative



Women in Technology is a group of professionals interested in education and outreach for women in mid-Missouri, striving to:

- Help inspire a love for STEM subjects for young women
- Raise awareness of tech to women
- Grow positive women role models
- Provide networking and mentoring opportunities

WE ARE MORE THAN A COLLECTION OF WOMEN WHO KNOW
TECHNOLOGY. WE GROW. WE TEACH. WE COLLABORATE.



WWW.MIDMOWIT.ORG



NEXT STEPS

JOIN OR CREATE A GROUP DEDICATED TO INCLUSION

As you attend different experiences, reach out to others. Try to connect with local groups focused on inclusion or influence a group you already are a part of to be inclusive. Write three steps you can take to join or create an inclusive group.

1.) Step: _____

2.) Step: _____

3.) Step: _____

ACTUALLY HAVE THE CONVERSATION WITH OTHER PEOPLE! DON'T WAIT FOR EVENTS TO HAPPEN

Having the conversation with other people is the best way to continue growing. Refer to the "Guidelines to Participation" that are listed on page 6. These are necessary to have productive and respectful conversations with others.

CONTINUE LEARNING BY ACCESSING RESOURCES SURROUNDING SOCIAL JUSTICE

The Inclusive Journey and Daniel Boone Regional Library have an extensive range of resources surrounding social justice. Challenge yourself to read three resources provided at www.inclusiveimpact.org.

1.) Resource: _____

2.) Resource: _____

3.) Resource: _____

NEXT STEPS

CONFRONT SMALL ACTS OF OPPRESSION INSTEAD OF IGNORING THEM

Situations where you can confront small acts of oppression can come up frequently. Think about situations that have come up where you had to choose to confront rather than ignore. If you chose to ignore it, analyze how you can handle the situation differently next time.

GET INVOLVED WITH LOCAL GOVERNMENT, NON-PROFITS AND BUSINESSES

We are encouraging folks on the Journey to get involved with their local government, non-profits and businesses. Our community needs more diverse inclusion at local board and commission meetings. We imagine folks could establish a policy of equal opportunity in the civic, economic, political, and social aspects of the community. And if you are so inclined, even apply to sit on a board or commission. We hope new board members/commissioners can study and recommend programs and policies that enhance communication and understanding among all residents of the community.

The City Clerk accepts applications on the 2nd Floor of City Hall, 701 E. Broadway. Applicants can either complete and submit an on application to the City Clerk or can complete the PDF format online then print, sign, and submit it by mail to the City Clerk's office for processing. For more information, go to:
www.como.gov/council/vacancies/.

The Boone County Commission acts as liaison to County boards, commissions and other governmental entities. The Commissioners rotate many of their liaison roles bi-annually so as to remain informed and connected to all aspects of Boone County. Boone County accepts applications online at:
www.showmeboone.com/commission/boards/.

You can also find organizations and businesses in our community that align with your passion and skills. The Missouri/Illinois United Way has a resource guide for organizations in our community. This could be a great tool to find organizations that fit your interest area and find ways to be involved. Visit:
<https://mo2-1-1.bowmansystems.com/>.



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