



# Community Building Initiative™

Celebrating Our Journey  
& Building a More Equitable  
Future Together

2022 STAKEHOLDERS BREAKFAST

**FRIDAY, DECEMBER 9**

8:00 AM - 9:30 AM

THE CONFERENCE CENTER AT FRIENDSHIP  
3400 Beatties Ford Road

CBICHARLOTTE.ORG |     





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## **AGENDA**

**RECEPTION**

**MUSICAL OPENING**

**CELEBRATING OUR JOURNEY**

**WORDS OF WELCOME**

**A VISION FOR OUR FUTURE**

**TABLE CONVERSATION & CONNECTIONS**

**BUILDING A MORE EQUITABLE FUTURE TOGETHER**

**MUSICAL CLOSING**



# THANK YOU TO OUR 2022 STAKEHOLDERS BREAKFAST SPONSORS!

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## CONVENING SPONSORS



## CONNECTING SPONSORS





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## **SPECIAL THANKS**

### **2022 PLANNING TEAM**

Jeep Bryant & Claudette Grose | Sarah Degnan | Sara  
Garces Roselli | Pat Martin | Sean Robinson | Eugene Young

### **CGR CREATIVE**

### **CHARLOTTE SYMPHONY**

### **LP7**

### **FRIENDSHIP DAY SCHOOL**

### **JASMINE NICHOLSON & JAE SPRAUVE**

### **WONDERWORLD FILM + VIDEO**

### **DB SOUND**

### **SPECIALIZED SOUND & LIGHT**

*"Hope is an investment in curiosity."*

*EDITH EGER*



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## GOALS FOR TODAY

**MEET** three (3) people you don't know:

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**LEARN** three (3) concrete things you didn't know (about yourself, about this community, about equity, about something else):

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***"To truly listen is to risk being  
changed forever."***

***SA' K' EJ  
(JAMES YOUNGBLOOD HENDERSON)***



## TABLE CONVERSATION GUIDELINES

### Listen - Give space to others - Maintain confidentiality

Use “I” statements; speak your own truth. Trust the lived experience of others in the group. Share airtime. Honor the feelings, thoughts and stories that are shared by maintaining confidentiality: *What is said here, stays here; what is learned here, leaves here.*

### Commit to Non-closure - Embrace paradox

This is not a “debate” or a problem-solving discussion. You are not trying to come to a singular conclusion but rather to express and better understand the multiple realities that may be around your table.

This conversation is a beginning, not an end.

### Focus on Learning, not Perfection

Hold yourself accountable to being authentic. Rather than trying to “get it right,” ask questions of yourself and others. Try on views and experiences that may be different from your own. The hope is that a new, shared understanding develops from listening to each other.

***“The shortest distance between  
two people is a story.”***

**THENMOZHI SOUNDARARAJAN**



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## TABLE CONVERSATION QUESTIONS

**Introduce yourself to your tablemates. What brings you to CBI's breakfast?**

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**What does "a more equitable future" look like for you?**

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**On our "equity journey" together, what road signs do you see?**

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### One more question, for the road:

What's your biggest dream for the Charlotte-Mecklenburg community? What can you do today to help make that happen?

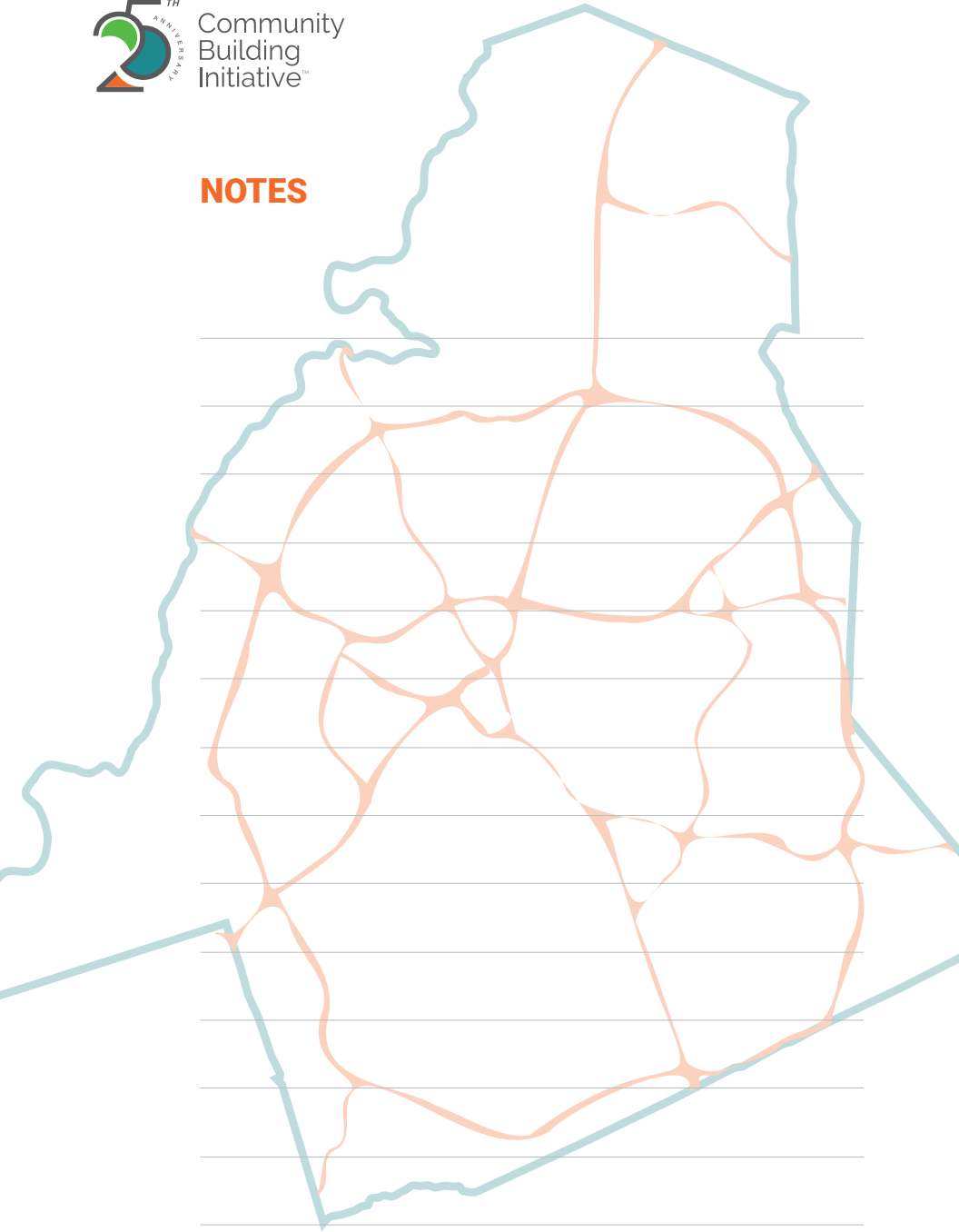
***"Be hard on institutions and soft on people."***

**JOHN POWELL**



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## NOTES

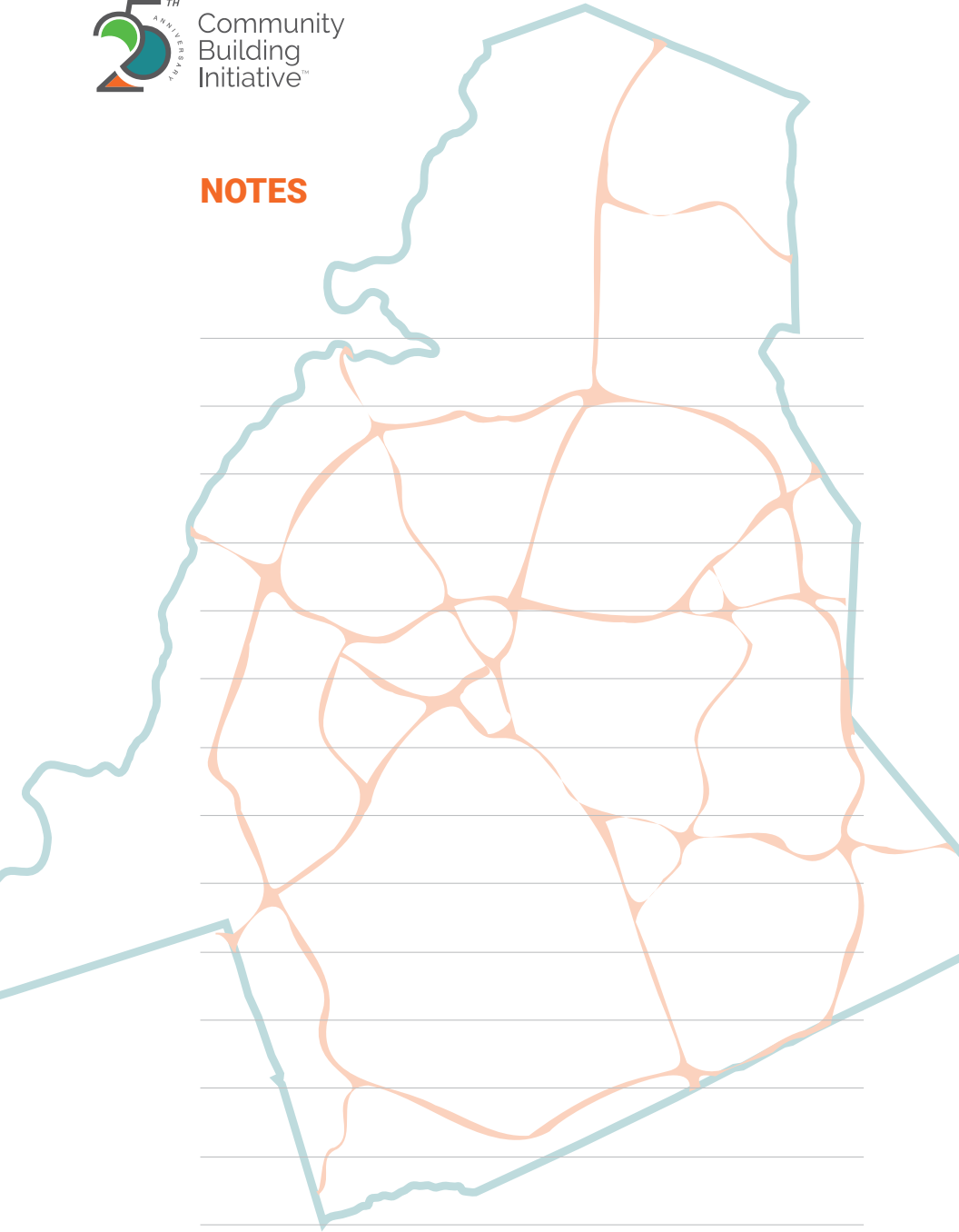






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## NOTES





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## OUR VISION

Community Building Initiative envisions a connected community where everyone:

- **Wakes up** to discrimination and injustice;
- **Interrupts** inequitable systems and structures; and
- **Steps up** to champion equal rights, access and opportunity.

## OUR MISSION

To give people and organizations the **knowledge, skills** and **courage** to fight bias, remove barriers to opportunity, and build a more equitable and just Charlotte-Mecklenburg.

*"Hope is a song in a weary throat."*

*PAULI MURRAY*



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## USING AN EQUITY LENS

An equitable society would be one in which there are improved outcomes for all and the distribution of resources, opportunities and burdens is not determined, predictable or disproportionate by identity or zip code.

Who are the **PEOPLE** directly impacted and what do their experiences/voices tell us? Who has authority or influence, and what actions are they taking?

What **STORIES** are being told? Who tells them? What stories aren't being told?

What **RULES** are in place? Who do they benefit? Who do they burden?

How are **RESOURCES** designed, distributed and controlled? Whose needs and wants do they meet?

What is the cumulative **HISTORY** of advantage and disadvantage?

*“Don't extinguish your inner voice  
because those around you can't hear.”*

*RYAN HOLIDAY*



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