



WELCOME TO
YMCA OF GREATER RICHMOND

ADVANCING ORGANIZATIONAL EQUITY

An Exploration of Understanding and
Moving Through Institutional Resistance

FRIDAY, MAY 13 •

8:30 A.M.-3 P.M.

AGENDA

Welcome

Andrew Daire
Abby Rogers

Invocation

Jamal Riley

Performance

Precision Step Team of The Bolden Academy

Keynote Presentation with Q&A

Dr. Maysa Akbar

BREAK



Roundtable Discussions

Performance

Rev. Dr. Peyton McCoy

LUNCH



Presentation

Kartik Athreya

Panel

James Warren, Darius Johnson, Corey Widmer,
Jo Linda Johnson and Sidney Edwards

BREAK



Roundtable Discussions

Closing Remarks

Krissy Gathright



Dr. Maysa Akbar
KEYNOTE SPEAKER

Dr. Maysa Akbar is a groundbreaking psychologist, best-selling author, and healer. Dr. Akbar is a thought leader and expert in racial trauma, allyship, diversity, equity, and inclusion. She is an engaging and dynamic speaker who is sought by corporations, philanthropies, nonprofit organizations, urban school districts, and social service agencies in their efforts to promote antiracism and advance racial equity. She brings insight, courage, and passion to her conversations with communities of color and white communities alike.

In her first book, *Urban Trauma, A Legacy of Racism*, Dr. Akbar introduces the Urban Trauma™ framework, unpacking how people of color live in a state of crisis due to oppressive societal systems, resulting in feelings of anger, rage, and hopelessness. In her second book, *Beyond Ally: The Pursuit of Racial Justice*, with wisdom and compassion, Dr. Akbar advances her racial justice work through the creation of the Ally Identity Model, which details the stages of allyship in dismantling systemic oppression.

Dr. Akbar is a board-certified clinical psychologist and has held a Assistant Clinical Professor position at Yale University, School of Medicine. She is also the founder of Integrated Wellness Group, a psychotherapy practice in New Haven, CT specializing in treating race-based trauma since 2008.



Sidney Edwards

Sidney Edwards is a cause driven leader committed to advancing the full essence of the YMCA's Mission—to truly be for all. After joining the Y for what was originally intended to be a part-time summer job, she now serves as the Association Director of Equity Advancement, ensuring the YMCA OF GREATER RICHMOND prioritizes diverse,

equitable, inclusive and anti-racist operating practices throughout the organization. Sidney is a first-generation college graduate from the University of Virginia, with a dual degree in Latin American Studies and African and African American Studies. She is a proud member of Delta Sigma Theta Sorority, Inc. She is the wife of her best friend, Joshua and the mother of 2 children, Cientriel and Yara.

The Bolden Academy

The Bolden Academy, Precision RVA Inc., and Precision Step Teams take pride in providing dedicated support and service to our community. Our commitment to that service has never ceased and is manifested in the activities, programs and projects we conduct in our community. We dedicate a considerable amount of time, energy and attention into uplifting our youth. Precision Step Teams are an ensemble of individual teams that compete locally and nationally. (PST) consists of students from area middle and high schools and colleges, who were selected through an audition process. Precision Step Teams are the elite competition step teams from The Bolden Academy. The teams promote stepping as an educational tool, focusing on teamwork, academic achievement and cross – cultural understanding. PRECISE is the collegiate/professional team from Precision step teams. They attack every performance with energy, enthusiasm and class.



Darius Johnson

Darius Johnson is Vice President and Treasurer of Dominion Energy. His responsibilities include oversight of risk management, corporate finance, cash management and corporate disbursements. Johnson joined Dominion Energy in 2016 as director of Cash Management and then assumed the role of director of electric distribution design, project management and privatization in 2018. In 2019, he became Vice President of Employee Engagement & Development and was responsible for the strategic oversight of talent acquisition, employee engagement and retention, leader and employee development, HR communications and diversity and inclusion. Johnson earned his bachelor's degree in psychology from the University of Virginia, a master's degree in business administration from the University of Richmond and completed the ABA Stonier Graduate School of Banking at the University of Pennsylvania.



Jo Linda Johnson

Jo Linda serves as the DIB lead for Capital One Racial Equity (CORE) Initiative, driving its integration with and leading the evolution of our comprehensive enterprise DIB strategy. Jo Linda is a passionate advocate and transformational leader, with over 20 years of DIB, workforce and civil rights experience. As an attorney, she has led complex programs for the

Federal Emergency Management Agency (FEMA), Transportation Security Administration (TSA) and U.S. Equal Employment Opportunity Commission (EEOC). Jo Linda has a B.A. from the University of California, Los Angeles and J.D. from The George Washington University Law School. She exhibits a proven ability to lead strategic change, build diverse workforces and promote inclusive and engaged organizational cultures that leverage diversity, and serve as subject matter expert for cultural transformation.”



Rev. Dr. Peyton McCoy

Peyton McCoy is a researcher, consultant, workshop presenter, spoken word artist and currently serves as the Executive Director of Circles Ashland. She holds exemplary experience in strategic leadership and extensive background as a highly organized solutions-oriented program administrator, educator, trainer, community engagement liaison, and subject matter expert. Her expertise in maintaining collaborative relationships with diverse stakeholders in the development, implementation and evaluation of policies, procedures, programs and needs assessments is robust. Peyton holds a bachelor's degree in mass communications/public relations from Virginia Commonwealth University; a master's degree in counseling psychology from Goddard College in Plainfield, Vermont; an interdisciplinary Ph.D. degree in leadership, culture, and public policy from Union Institute and University in Cincinnati, Ohio; and a Doctor of Education degree in educational and organizational leadership and administration. She is a 2019 graduate of the Samuel Dewitt Proctor School of Theology at Virginia Union University where she earned the Master of Divinity degree.



Corey Widmer

Corey Widmer is Senior Pastor of Third Church, a Presbyterian congregation in the West End of Richmond. He is a graduate of University of Virginia (BA), Princeton Theological Seminary (M.Div.), and the Free University of Amsterdam (Ph.D.). In 2007, he co-planted East End Fellowship, a multicultural congregation in the East End of Richmond, which

he also co-pastored for 8 years. For more than 17 years, Corey has been involved in racial justice and reconciliation work within the faith community context in Richmond. He and his wife Sarah have 4 daughters.





James Warren

James Warren is a storyteller and a strategist, passionate about the intersections of human and digital, and brands, culture and communities. James is the Vice President of Brand Strategy at JMI, a brand strategy and consulting firm uniquely focused on brand community engagement. He is also the Founder and CEO of Share More Stories, a human

experience research company that delivers deeper human insights and solutions through storytelling and machine learning, to help brands and organizations create more value for and with their constituents.

A sought-after advisor, facilitator, contributor and convener, James serves on the BridgePark Foundation's Board of Directors and Executive Committee as Chair; the YMCA OF GREATER RICHMOND's Board of Directors, Executive Committee, and Mission, Equity and Inclusion Committee; and The Dwight School Foundation's Diversity Equity and Inclusion Board. James studied economics and literature at Princeton University and creative writing at Columbia University and also writes for Richmond magazine on family, community and lifestyle. Originally from New York City, James and his family now call Richmond, Virginia home.

Kartik Athreya

Kartik serves as research director at the Richmond Federal Reserve Bank and volunteers on the Association Governance Board of the YMCA OF GREATER RICHMOND. As an economist he's studied consumer credit access and how inequality affects risk taking and human capital investments, among other topics.





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