



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

# ROOTS OF JUSTICE BREAKFAST & CONVENING



**Dr. Anthony  
Ocampo**



**Sterling De Sutter  
Summerville**

**Long Beach, CA**

**March 8, 2024**

**The California Conference for Equality and Justice's (CCEJ) mission is to educate and empower youth and adults to lead change for equity and justice in our communities.**



Community Works Consulting Inc.

Let us help you change the world

## **CELEBRATING THOSE WHO CHANGE THE WORLD**

Community Works Consulting is proud to support CCEJ's critical work to educate and empower youth and adults to lead change for equity and justice in our communities.

Thank you for all that you do CCEJ!

And thank you to today's speakers - Dr. Anthony Ocampo and Sterling De Sutter Summerville - for sharing your wisdom.

Community Works Consulting serves the nonprofit sector with the mission to help nonprofit and philanthropic organizations to be strong, powerful change makers.

Curious? Come visit us at [www.communityworksconsulting.org](http://www.communityworksconsulting.org)

Let us know if we can help you change the world.

**- The Community Works Consulting Team**



# ROOTS OF JUSTICE BREAKFAST & CONVENING

## EVENT SCHEDULE

8:00am - 8:30am

Doors Open & Community Coffee

8:30am - 10:00am

Breakfast

- *Welcome and remarks by CCEJ Board Vice-Chair Dr. Shauntina Sorrells*
- *Opening & Closing music by Jason Luckett*
- *Dr. Anthony Ocampo in conversation with Dr. Tiffany Brown, introduced by CCEJ Executive Director Reena Hajat Carroll*

10:00am - 10:15am

Break

10:15am - 11:45pm

Affinity Group Dialogues

*Affinity groups are critical tools for building trust and connection between people who share a specific social identity.*

11:45pm - 12:45pm

Lunch, Resource Fair & Book Signing with Dr. Ocampo

12:45pm - 2:00pm

Afternoon Speaker

*Sterling De Sutter Summerville, in conversation with Reena Hajat Carroll*

2:00pm - 3:30pm

Workshops:

- *Affinity Groups in the Workplace*
- *Embracing Fluidity: Supporting Transgender, Nonbinary and Gender Expansive Youth*
- *Leading Teams Toward Equity and Justice*
- *Making LA County Safer: Addressing and Preventing Hate in Our Communities*
- *Noticing and Naming Racial Microaggressions*
- *Using Restorative Questions With Young People*

3:30pm - 4:00pm

Closing

Share feedback with us!  
Scan the QR Code or visit

<https://www.surveymonkey.com/r/Convening2024>





Thank you to everyone that helped us plan the  
Roots of Justice Breakfast and Convening.  
We appreciate you!

---

## Board of Directors

**Megan Kerr**  
*Chair*

**Dr. Shauntina Sorrells**  
*Vice Chair*

**Desarie Gonzales**  
*Treasurer*

**Dr. Tiffany Brown**  
*Secretary*

**Dr. Matthew Rafalow**  
*Membership Chair*

**Rabbi Howard Laibson**  
*Immediate Past Chair*

Dwight L. Beasley Jr.  
Lisa Bourne  
Dr. Rashida Crutchfield  
Rabbi Scott Fox

Carol Hass  
Elizabeth Lindh  
Gillian Medina  
Dr. Mike Muñoz

Dr. Shireen Pavri  
Jeff Schaffer  
Drew Schneider

---

## Advisory Committee

Rich Archbold  
Dr. Virginia Baxter  
Dana Buchanan  
Rosecarrie Brooks

Craig T. Cross  
Dr. Minnie Douglas  
Hank Feldman  
David Kinnear

Rich Lipeles  
Nancy Manriquez-Dowell  
Braden Phillips  
Naomi Rainey-Pearson

Jill Rosenberg  
Robert Stemler  
Dr. Mike Walter  
Jim Zehmer

---

## Event Planning Committee

Anna Behar-Russell  
Rosecarrie Brooks  
Dori Chandler

Dr. Minnie Douglas  
Rev. Jane Soyster Gould  
Christina Hall

Dr. Devon Ivey  
Miriam Berro Krugman  
Nancy Manriquez-Dowell  
Gillian Medina

Austin Nation  
Robert Stapp  
Katy Tinsley

---

## Staff

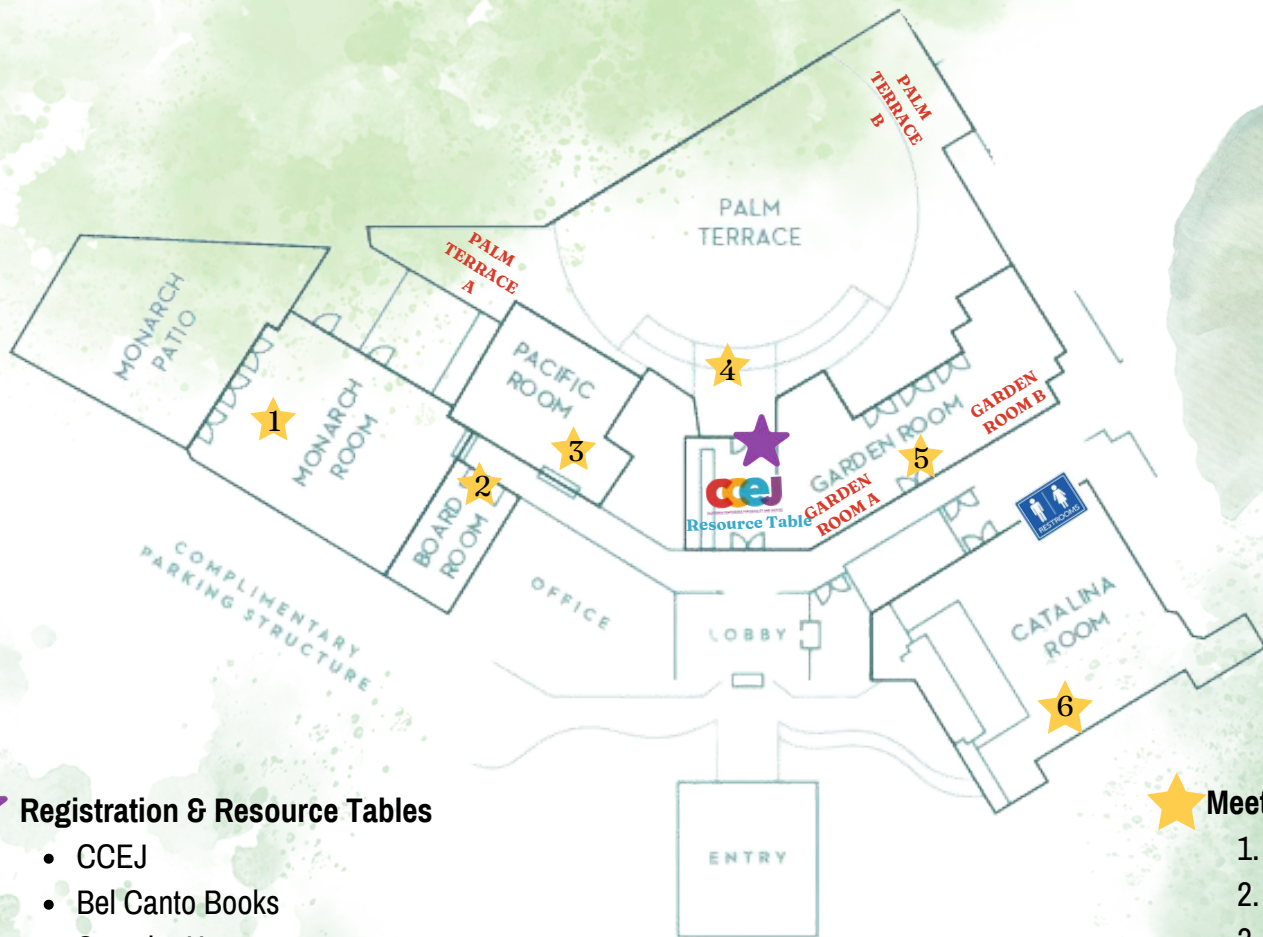
Michael Aranda  
Trevor Arceneaux  
Reena Hajat Carroll  
Alejandro Haezaert-House

Sarah E. O. Howlett  
Donna Jamshidnejad  
Monica Lopez  
Jessy Needham

Serena Padilla  
Kathleah Consul Pagdilao  
Sarah Rana  
Vanessa Rodriguez

Lauren Snook  
Daniel E. Solís  
Tobías Vasquez  
Narges Zagub

# WELCOME TO THE GRAND LONG BEACH



## ★ Registration & Resource Tables

- CCEJ
- Bel Canto Books
- Stop the Hate
- LA vs. Hate

## ★ Meeting Spaces

1. Monarch Room
2. Board Room
3. Pacific Room
4. Palm Terrace
5. Garden Room
6. Catalina Room

## COMMUNITY AGREEMENTS

- Assume Best Intentions & Acknowledge Our Impact
- Bring Your Curiosity
- Try On
- Confidentiality
- Always Okay to Pass
- Take Care of Yourself
- Speak for Myself
- Make Space, Take Space
- Use Correct Gender Pronouns

# ABOUT THE SPEAKERS



**Dr. Anthony  
Ocampo**

Anthony Christian Ocampo, Ph.D. is Professor of Sociology at California State Polytechnic University, Pomona.

He is the author of Brown and Gay in LA: The Lives of Immigrant Sons and The Latinos of Asia: How Filipino Americans Break the Rules of Race, which has been featured on NPR, NBC News, Literary Hub, and in the Los Angeles Times.

He is an Academic Director of the National Center for Faculty Development and Diversity and the co-host of the podcast Professor-ing. His writing has appeared in GQ, Catapult, BuzzFeed, Los Angeles Review of Books, Colorlines, Gravy, Life & Thyme, and the Chronicle of Higher Education, among others.

He has received fellowships from the Ford Foundation, Jack Jones Literary Arts, Tin House, and the VONA/Voices of Our Nations Arts Foundation. Raised in Northeast Los Angeles, he earned his BA in comparative studies in race and ethnicity and MA in modern thought and literature from Stanford University and his MA and PhD in sociology from UCLA.

In his free time, he loves reading memoirs and essay collections, watching figure skating and gymnastics clips on YouTube, playing with his rescue dog Schmidt, binging queer content on Netflix and HBO Max, and being chaotic with his multigenerational Filipino American family.



**Sterling De Sutter  
Summerville**

Sterling is a seasoned professional with an extensive background in Africa, Asia, and Europe and currently serves as the Founding Director and Lead Diversity, Equity, and Inclusion Strategist at De Sutter Summerville Consulting (DSSC).

As the head of this premier inclusion strategy consulting firm, Sterling excels in assisting individuals and brands in formulating and articulating positions on culturally sensitive topics. Prior to establishing DSSC, Sterling dedicated over a decade to the education, technology, and nonprofit sectors, aligning his efforts with organizations committed to Human Rights advocacy.

He earned his Masters in Education from the University of Cincinnati and holds a bachelor's degree from Valparaiso University, and is a Fulbright Scholar. Beyond his formal consulting endeavors, Sterling actively contributes to the professional landscape. Noteworthy achievements include the creation of a LinkedIn Learning Course titled 'Creating Safe Spaces for Tough Conversations,' which has garnered participation from over 30,000 learners. In addition to his instructional work, Sterling finds fulfillment in mentorship, writing, and engaging with student groups.



**Our mission** is to educate and empower youth and adults to lead change for equity and justice in our communities.



**Our vision** is world where people live free of oppression and thrive.



## Which of our CCEJ Values is motivating you today?



### Care

We invest time and energy in the wellness of individuals and the community. We lean on one another for strength and hope.



### Relationships

We center connections and work to build trust, understanding, and honesty. We have a mutual responsibility and interest in each other's wellbeing.



### Interdependence

We believe by connecting our individual strengths, we intentionally build a collective whole to deepen our impact.



### Accountability

We take responsibility for the impact we have on others. We respond to conflict in ways that build trust.



### Imagination

We believe that another world is possible. We create possibilities for more equity and justice in our own lives, workplaces, and communities.



### Curiosity

We ask questions and seek different perspectives. We recognize our own assumptions and biases.

If you support CCEJ's mission, vision, and values – become a monthly sustaining donor!



# WHAT ARE AFFINITY GROUPS?

We invite you to join us in Affinity Groups for dialogue after listening to our Breakfast speaker. CCEJ uses Affinity Groups to build trust and connection between people of a specific social identity. These groups provide a facilitated space for participants of a shared identity to honestly explore differences and similarities in their personal and collective experiences.

## Affinity Groups:

- guide participants to explore ways to take action against systemic oppression as people of their specific identity
- prepare participants for honest dialogue with people of other identities that will build cross-identity solidarity, trust and connection.

In our affinity groups, we'll explore topics such as: privilege, solidarity, conflict, stereotypes, internalized oppression, internalized privilege, intergenerational trauma, intragroup conflict and cross-identity mistrust.

CCEJ provides facilitators to match the specific identities of Affinity Groups. If you're unsure about which group to participate in, please talk with a CCEJ staff.

## Affinity Groups

- Asian (East Asian/Southeast Asian/South Asian) & Pacific Islander
- Bi/Multiracial
- Black/African American
- Jewish
- Latinx/Latine/Latino/Latina
- Native American/Indigenous
- Middle Eastern & North African (MENA) or Southwest Asian & North African (SWANA)
- Muslim
- White/European American

If you enjoyed your day of learning and connection with CCEJ, bring us to your workplace or school!

### CONSCIOUS CLASSROOMS

This in-school program for middle and high school youth is focused on building awareness, knowledge, and skills to promote respect, advocate for social justice, and strengthen the learning environment in classrooms and schools.

### EQUITY & TRANSFORMATION TRAINING & COACHING

CCEJ can help you and your organization express your Racial and Gender Justice values through your policies, practices, and culture.

### RESTORATIVE JUSTICE TRAINING & COACHING

Our training and coaching services support your school or workplace to become restorative.

Scan the code to learn more about adult trainings



Scan the code to learn more!





# WORKSHOPS

## **Affinity Groups in the Workplace**

*In response to calls to practice explicit values around Equity and Justice, many workplaces are envisioning policies and practices that transform their organizational cultures into more just and restorative spaces. Affinity Groups (or Employee Resource Groups), when implemented through an anti-oppression lens, can be spaces for connection-building and taking actions for inclusion. This workshop will provide an introduction to Affinity Groups and how we can begin building our capacity to use these groups in our workplaces.*

## **Embracing Fluidity: Supporting Transgender, Nonbinary and Gender Expansive Youth**

*Designed for educators and parents of Transgender, Gender Expansive, and Nonbinary students, this session will offer all adults and caregivers the knowledge and skills to support Gender Expansive youth. We will present information regarding California laws, statistics, and protections to support Gender Nonconforming youth. Be ready to participate in a dialogue to share your experiences, knowledge, and questions with other participants.*

## **Leading Teams Towards Equity and Justice**

*Leaders have a unique responsibility to set clear expectations and support for their teams to bring Justice values and practices into their work. However, putting commitments into practice can be difficult when leaders face challenges such as staff resistance, limits on time for learning, personal gaps in knowledge, and lack of organizational support. In this session, we will explore our personal visions of Equity and Justice and how we can bring those visions to life with the teams that we lead. We will focus on building alignment with our team or organization's mission, how to engage with resistance, and how to use cultural transformation as our framework for action.*

## **Making LA County Safer: Addressing and Preventing Hate in Our Communities**

*Join us for a dialogue and information session to learn about how we can make LA County a safer place for all people. Stop the Hate will provide a brief presentation on hate crimes and incidents in our local region, before we engage in conversations about ways we can show up in solidarity for one another. We will learn concrete strategies for identifying and reporting hate crimes and incidents and processing feelings around how these harms impact our communities.*

## **Noticing and Naming Racial Microaggressions**

*Everyone has biases and assumptions that we may not be aware of, which guide our thoughts, feelings, and actions. In this workshop, participants will explore how these biases are created and maintained in the form of Racial Microaggressions. We will learn how to interrupt these biases in order to create more inclusive environments and brainstorm strategies to support ourselves and our communities in this important work.*

## **Using Restorative Questions With Young People**

*Youth-adult partnerships have the power to be critical building blocks for challenging issues of inequity when cultivated through strong communication and intentional trust-building. Explore how restorative practices can support relationships in the classroom, at home, and within youth-serving groups and organizations. We will create Restorative Questions that we can use in our everyday interactions with youth in order to spark curiosity and connection for equity and justice.*

# ROOTS OF JUSTICE BREAKFAST & CONVENING

*CCEJ is grateful to all of our  
 sponsors for supporting us today.*

## SOLIDARITY SPONSORS



Community Works Consulting Inc.  
 Let us help you change the world

**Dr. Mike & Arline Walter**

**This event is  
 generously  
 underwritten by a  
 gift from Signature  
 Sponsors,  
 Ann Lentzner and  
 the Lentzner Family**

## UNITY SPONSORS



Port of  
**LONG BEACH**  
 THE PORT OF CHOICE

**Dr. Faustino Bernadett  
 Dr. Alan and Rosecarrie Brooks**

## HOPE SPONSORS



DANIEL K. INOUE  
**NATIONAL CENTER  
 FOR THE PRESERVATION  
 OF DEMOCRACY**



**Susan Stuhlbarg**

# JUSTICE SPONSORS



**Jack & Binnie Berro & Family**  
**Blaze Bernstein Memorial Fund**  
**Dr. Rashida Crutchfield**

# EQUALITY SPONSORS



**The Rev. Jane & John Gould**  
**City Councilmember Dr. Joni Ricks Oddie, District 9**  
**Suzanne Vachon**



Follow Us on Social Media to stay updated!



Instagram @CCEJLove



facebook.com /CACEJ

*Mark your calendars!*

**LONG BEACH GIVES**  
Thursday, September 19

\*Early giving starts  
September 12



*Celebrating 33 years of  
community convening &  
connection.*

*Thank you to CCEJ for  
creating a world where  
people live free of  
oppression and thrive.*

**DR. ALAN AND ROSECARRIE BROOKS**

**Ginny's Getaways**  
salutes CCEJ for their service to our community



*Ginny's going places  
Want to come along?*

**Helping Our Community Through Travel**

With GINNY'S GETAWAYS, your travels are thoughtfully tailored with special, personal touches and complimentary amenities ... that also make a difference.

Trip proceeds benefit local nonprofit organizations.

Dr. Ginny Baxter has been leading tours for over 35 years. She pays her own way and donates the travel agent commission.

Please visit [www.GINNYSGETAWAYS.com](http://www.GINNYSGETAWAYS.com) for details or call Ginny at 562-477-0849.

**DREAM HERE**

**COLLEGE OF EDUCATION**  
at Cal State Dominguez Hills

Grounded in justice, equity,  
and critical consciousness.

**CSUDH**  
csudh.edu/COE

f X @ CSUDHeducation

# DEMOCRACY CENTER

The Democracy Center explores the rights, freedoms, and fragility of democracy, helping to build bridges and find common ground between people of diverse backgrounds and opinions.

A program of the  
Japanese American National Museum

[janm.org/democracy](http://janm.org/democracy)



TABC | TOYOTA

***Proud to Support***  
The  
*California Conference for Equality and Justice*

*Roots of Justice Breakfast & Convening featuring*

*Dr. Anthony Ocampo*  
*Sterling De Sutter Summerville*

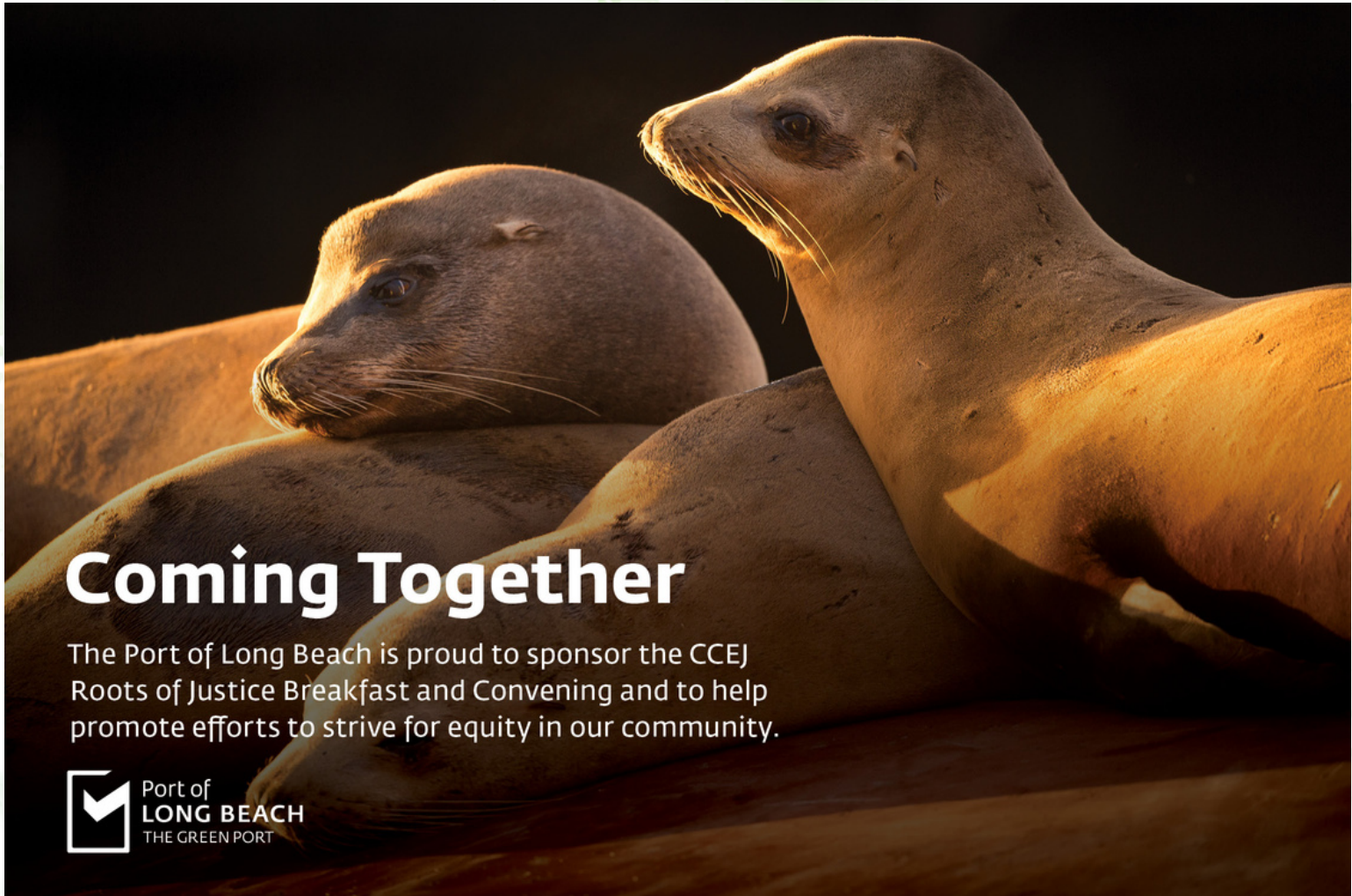


THANK YOU **CCEJ**

FOR YOUR VISION OF AN INCLUSIVE COMMUNITY!


# SCORE BIG SAVINGS WITH OUR APP






# Coming Together

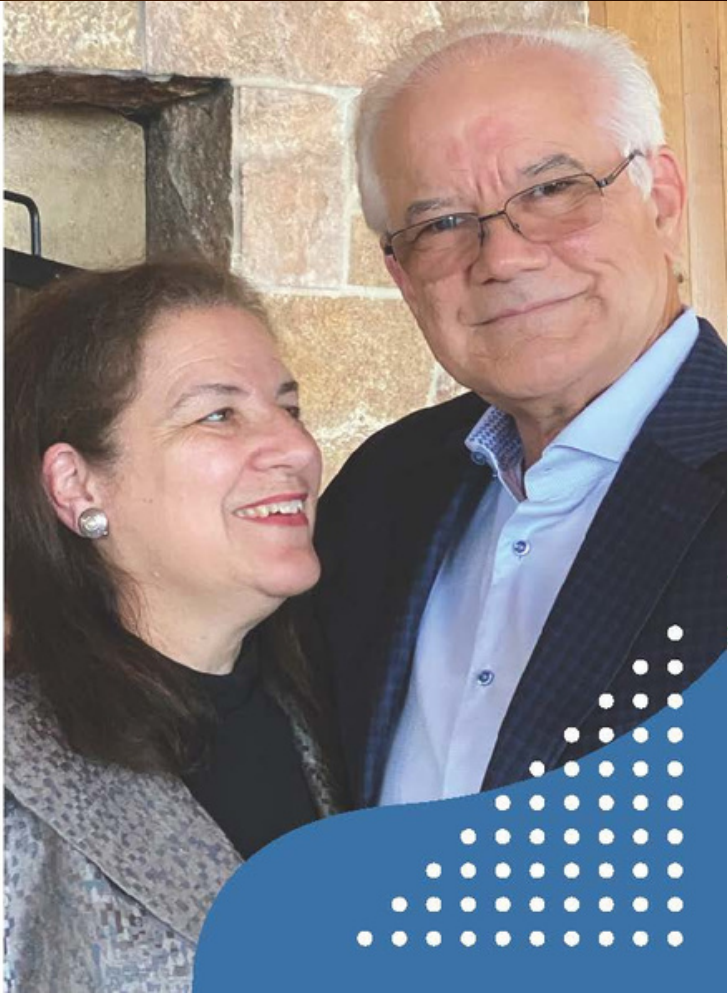
The Port of Long Beach is proud to sponsor the CCEJ Roots of Justice Breakfast and Convening and to help promote efforts to strive for equity in our community.



**Dr. Faustino Bernadett &  
Dr. Martha Molina Bernadett  
Proud Supporters of the CCEJ**



**Bernadett.org**





Thank you to  
Ann Lentzner & the  
Lentzner Family  
for supporting CCEJ's  
Roots of Justice Breakfast  
& Convening!

*"A few things I have learned along the way: pre-conceived perceptions about people are usually wrong. Human beings differ, but they all deserve to be respected. Don't write off anybody - you never know who will save the world. No one does it alone: it takes a lot of relationships to get things done. Most of us still have prejudices that must be addressed if we are really going to move forward. Human relations begins with each one of us." - Gene Lentzner*

Our event is generously supported by funding from the  
County of Los Angeles' LA vs. Hate program.

# COMMUNITY

**WE LOOK OUT FOR EACH OTHER**

Report hate by calling 211 or visit [LAvsHate.org](http://LAvsHate.org)

