

THEN. NOW. WHEN.

January - April, 2021

For Leaders Closing
the Racial Equity Gap

AN EDUCATIONAL EXPERIENCE

THEN. NOW. WHEN. will offer leaders an opportunity to better understand systemic racism creating a foundation to transform their leadership practice to one that fully embraces equity. The program will provide a foundation in history, an understanding of local issues, encourage brave conversations, and result in meaningful action to drive positive change.

HERE'S HOW WE'LL DO IT:

- **Then.** We will use The New York Times' 1619 Project and other resources to provide a look at our history through the critical lens of chattel slavery – the practice of enslaving people to be bought and sold. Lean into your discomfort to gain an understanding of how this practice created systems of oppression.
- **Now.** Experts from Iowa and across the country will provide perspective on the beliefs and systems of oppression that continue to exist in Greater Des Moines today. Prepare for the picture of our community's issues to become clearer.
- **When.** You will be challenged to identify how you can use your personal and professional influence to intentionally help our community close the racial equity gap. Make a commitment to turning when into our new now.

PROGRAM SCHEDULE	JAN. 20, 11AM–1:30PM	Setting the Stage
	JAN. 27, 11AM–1PM	Capitalism
	FEB. 10, 11AM–1PM	Healthcare
	FEB. 24, 11AM–1PM	Wealth Gap
	MARCH 10, 11AM–1PM	Undemocratic Democracy
	MARCH 24, 11AM–1PM	Mass Incarceration
	MARCH 31, 11AM–1:30PM	Taking Action
	APR. 8, TIME TBD	Virtual presentation by Nikole Hannah-Jones, Iowa native and creator of the 1619 Project

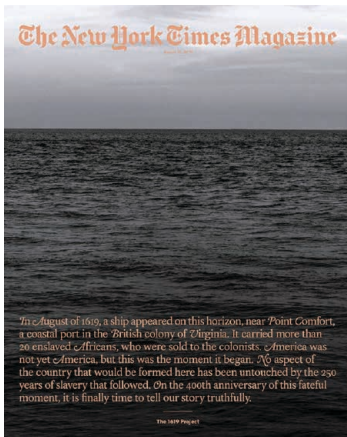
gdml.com/ThenNowWhen

BECOME A PARTNER

Our goal is to offer this series at no cost.

The Greater Des Moines Leadership Institute is looking for committed partners to support this work. We appreciate your investment in the Leadership Institute's vision of creating a thriving community for all by sponsoring this programming.

WHY 1619?



- Presents American history often left out of school curricula. Articles prompt discussion and understanding around actions in history that have led to ongoing oppression of African Americans.
- Program builds a foundation of understanding to lead conversations and to set the tone for future presentations by Hannah-Jones in the Greater Des Moines Community.
- The 1619 Project articles and topics relate to current issues in our community allowing for a safe place to discuss difficult topics like white supremacy and racial oppression.
- Storytelling is the core format of the program creating a unique and engaging experience for participants. Programming will call attention to and explain in-justice and oppression for in-depth, thought-provoking learning.

PARTNER BENEFITS

PRESENTING SPONSOR – \$10,000

Logo and/or name prominently associated with program on website, at each Zoom session, in press release, on social media, in workbook, opportunity to show 1-minute company video at opening session and to speak or show video at closing session

SIGNATURE SPONSOR – \$7,500

Logo prominently associated with program on website, at each session, on social media, in workbook, opportunity to show 1-minute company video at one regular session

SUPPORTING SPONSOR – \$5,000

Logo displayed on website, on slides during program, on social media, in workbook, name announced during each session

SESSION SPONSOR – \$2,500

Logo displayed on website, introduced as session sponsor for one session of the experience