

*Be Present, Inc*

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## Leadership as a Collective Process

Leadership concepts are changing. Twenty-first century leaders face new challenges and opportunities as our communities are more complex and more interconnected.

New leadership engages a collective, shared process. It is people-focused and prioritizes continual learning, interdependence, and relationship building.

## Social Justice Leadership and the Role of Black Women

The new leadership model is altering the structure of what the practice of leadership is and what effective leaders do.

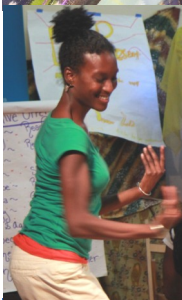
Two core principles that are essential to collaborative leadership are *fostering shared power* and *valuing diversity and inclusiveness*.

In order to put these beliefs into practice, it is vital to examine the relationship between race and leadership.

Black women have long organized and led movements in pursuit of justice and better lives for ourselves, our families, and the well-being of all people in our diverse communities.

It's essential to make visible and celebrate the contributions of Black women to the history and social fabric of the U.S.

## Black & Female Leadership Institute



Are you ready to explore what leadership and collaboration mean? Are you a Black woman or girl who needs a safe space to talk about the impact of how you are seen or not seen in your life and work?

Join us for the **Black & Female Leadership Institute**, an in-depth learning process to expand and apply skills in the **Be Present Empowerment Model®** into all aspects of your life. The Institute is **open to Black women and girls of all ages**.

Sit in circle with other Black women and girls to hear and share experiences on what it means to be Black and female in our culture.

**Share stories and built trust** as we explore the myriad ways in which race and gender, as well as class, sexual orientation, age and ethnicity, among others, intersect on our lived experiences.

**Feel the transformative power** of our work to create change in the fields of health, education, philanthropy, midwifery, reproductive rights, criminal justice reform, family law, performing arts, and environmental justice, among others.

**Develop ongoing systems of support** to realize achievements in school, work, and life.

**Gain skills in engaging diverse voices,** perspectives, and experiences and strengthening people's ability to work together across differences.

**Learn tools to address issues** and formulate sustainable solutions at the individual, organizational, and community levels.

**Change becomes lasting,** spreading through us diverse Black women, and then across race, gender, class and power borders to create a just world for all people.

## DATES

**Session at Fayetteville State  
University, North Carolina  
October 22-25, 2015**

**Session #1  
February 4-7, 2016**

**Session #2  
May 19-22, 2016**

**Session #3  
September 22-25, 2016**

**Session #4  
February 23-26, 2017**

**Session #5  
June 22-25, 2017**

**Session #6  
October 19-22, 2017**

**National Conference  
Spring 2018 (date TBD)**



**Be Present in the circle** and build upon your strengths as a leader to:

- Examine intersections between race, gender, class, age, ethnicity, religion, and sexual orientation, among others.
- Address impact of social inequalities on mind, body, and spirit.
- Build mutual trust and sustain transformative learning, shared accountability, and joint action.
- Foster authentic relationships among people with different backgrounds, experiences, viewpoints, and values.
- Realize achievement in school, work, and community.
- Bring more of your whole self into all aspects of your life.



## INSTITUTE PROGRAM DESIGN

The *Black & Female Leadership Institute* is designed to serve two key aims: strengthen the collaborative leadership capacity of Black women and girls and increase our visibility as leaders and change makers in movements across the U.S.

**Community of Practice:** An intimate learning community of 30-35 Black women and girls meet for six four-day intensive training sessions over an 18-month period. These leaders work in a wide range of issue areas who all have a shared commitment to developing their leadership for social change.

**Custom-Designed Training:** The Leadership Team (photo above) has met quarterly since early 2014 to receive training and plan for the Institute. This team consists of Lillie Allen, Be Present's founder, Creatrix of Play, and creator of the Be Present Empowerment Model®, as well as trainers and facilitators. This team will continue to meet prior to each session to review the group's development and co-create learning objectives and agenda.

**Children Learning & Play:** Families are central to community well-being and development. Connections within a family, as well as between families are vital links to sustaining success on many levels. This Institute engages and involves adults, youth, and children in a shared learning process.

**Ongoing Support:** Each person in the Institute forms a new or join an existing *Be Present Peer Support Group* that meets monthly in between sessions to apply skills learned and monitor progress on self-identified goals.

**Diversity in Leadership:** In Session #6, the Leadership Team will be joined by diverse women and girls, men and boys who are Be Present Leadership Network trainers. This diverse Leadership Team will join the full group and together will share lessons learned and develop Conference agenda.

**Best Practices:** The National Conference is open to all people of all backgrounds. It is facilitated by the diverse group who came together in Session #6.

**Legacy of Leadership:** Lessons learned and best practices will be published and distributed in various formats to highlight the collective leadership of Black women in partnering with a diversity of people to create sustainable change that serves all people in our broad communities.



## Be Present Empowerment Model®

This transformative leadership training introduces the Be Present Empowerment Model® and provides opportunities for practice in its three interconnected leadership realms:

- **Know Yourself Outside the Distress of Oppression**
- **Listen to Others in a Conscious and Present State**
- **Build Effective Relationships and Sustain True Alliances**

Developing self-knowledge strengthens capacity to consciously listen and to build and sustain authentic relationships between and among diverse individuals, organizations, and communities.



## Vision

**Be Present, Inc.** is a diverse network of people willing to risk being different with one another, our families, communities, workplaces and organizations.

We are committed to a process that builds community well-being on the strength of self-knowledge rather than on the distress of oppression.

Because we believe that enduring progressive change begins with and is sustained by persistent personal growth, we bring to people a model for personal and organizational effectiveness which replaces silence with information, assumptions with a diversity of insights, and powerlessness with a sense of personal responsibility.

## Mission

**Be Present, Inc.'s** work advances a more just world by supporting people to become more effective leaders in creating thriving families, schools, organizations, workplaces, and communities by:

- Teaching the Be Present Empowerment Model®.
- Providing training and ongoing systems of support.
- Building a diverse network of locally organized and nationally connected social change leaders.
- Collaborating with other social justice organizations.



## Her-Story

**Be Present, Inc.'s** roots emerge from Lillie P. Allen's *Black & Female: What is the Reality?*® Workshop at the First National Conference on Black Women's Health Issues held in 1983 at Spelman College in Atlanta, GA.



This conference birthed the National Black Women's Health Project. In 1988, a group of Black women trained by Lillie as self-help group facilitators invited other women of color and white women activists to participate in Sisters & Allies®.

This leadership initiative formed the foundation for Be Present, Inc. which incorporated as a nonprofit organization in 1992.

In 2015, Be Present, Inc. celebrates 32 years of *Black & Female: What is the Reality?*® and 23 years as an organization and network of social change leaders.