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MEMO

Date: August 11, 2021

To: Susan Hoskins, Executive Director, Friends Foundation for the Aging

From: Jane Mack CEO, Friends Services Alliance

Subject: Report of Friends Foundation Grant

Friends Foundation generously provided a grant of \$2,000 toward the speaker fee paid to Howard Stevenson of Lion's Story for a presentation provided on June 21, 2012 titled *Introduction to Racial Literacy*. This presentation was part of the FSA 2021 Annual Meeting series, and was one of two sessions focused on diversity, equity, and inclusion.

Dr. Stevenson's story of his own journey dealing with racism and counsel to the group of the importance of understanding the uniqueness of each person's experience was very well received. The origin of the name of his company, Lion's Story, gave me and others chills when he shared it – a West African proverb "The lion's story will never be known as long as it is the hunter who tells it."

The objectives of the session were:

- Introduction to practice of reading and recasting racially stressful encounters.
- Introduction and explanation of a racial stress reduction mindfulness strategy during personal and professional stressful racial encounters.
- Identify how racial stress affects thoughts, emotions, and physical response during racially stressful encounters and experiences.
- Beginning understanding of how exploring experiences affirming agency and authorship during racially stressful encounters builds individual confidence.

Results: We have no way of assessing how this presentation impacted participants. We do know that attendance on the webinar was steady throughout the session which is a good sign.

Attendance: 112 people registered for the session. There were 42 individual log-ins to the webinar and 11 different IP addresses were livestreaming. We know there were multiple people watching with some of the logins and livestreams, so getting an exact count of viewers was not possible. A video of the session is posted on the members-only section of the FSA website which has been viewed 26 times in less than two months.

Budget: The cost of Dr. Stevenson's presentation was \$4,000. The grant from Friends Foundation was fully applied to this fee.

Follow Up: Marsha Wesley Coleman, FSA's Director of Learning and Development participated in an intense multi-day training with Lion's Story, and is working to incorporate elements of their techniques for reading and managing racially stressful encounters in her work. She is supporting several organizations in their diversity, equity, and inclusion work, continues to provide training sessions to different organizations both within and beyond the FSA membership, and FSA's education offerings for the Fall of 2021 include a two-part Diversity Series.

Conclusion: We are grateful to Friends Foundation for the Aging for the ongoing support of FSA's programs, and appreciate the contribution related to this important session.