

Coming This Fall 2022

INVEST
for BETTER

The Racial Wealth Gap: Past, Present & Potential for Change

“The Racial Wealth Gap: Past, Present & Potential for Change” presents a variety of frameworks you can use to begin to understand how systemic racism operates, how individuals play a role in this system, and how they can get started putting their assets to work to become part of the solution.

About This Course

This course will offer an introduction to the racial wealth gap in America and the role our money can play in addressing systemic racism. Participants will learn about the economic origins of the current racial wealth gap, features of systemic racism in America, and race-equity-focused investment opportunities that are available across asset classes. Participants will explore their role in the economic system and will learn how to address systemic racism with an economic approach.

This course will provide an intimate cohort of like-minded women for participants to learn from, lean on, and inspire as they move through, and beyond, the course into concrete action planning.

Cost, Date, Times:

- The cost of the course is \$100 and includes an IFB Membership.
- Live Meetings Start November 8, 2022
- The course will meet on the second Tuesday of each month
 - November 8, 2022 | December 13, 2022 | January 10, 2022
 - 12:00 PM – 2:00 PM ET | 9:00 AM – 11:00 AM PT

Details:

- The course is open to all members of the IFB community. Sessions will be live via Zoom.
- It will be offered live in three 2-hour sessions over a 3-month period. All participants will join the live presentations, during which they will hear from expert speakers.
- Over the course of the three sessions, participants will meet in large and small groups.
- The course is designed to provide the time and space needed to examine the deep-seated roots of the racial wealth gap and the harsh realities of the American economic system.
- The course creators will be available before, during, and after the course to provide additional support for participants' journeys to align their money with their race-equity-focused values.

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Outcomes

By the end of the course, participants will have:

- Adopted an economic lens to understand race and racial inequity in America
- Confronted new realities of how personal financial decisions impact the racial wealth gap
- Developed a new understanding of the opportunity to align their money to racial equity values
- Designed concrete action commitments and plans to align money to values
- Identified a values-aligned community to support them on their journey

Course Content

Systemic racism and the racial wealth gap are very complex issues that cannot be understood, grappled with, or properly addressed over a three-month period. As a result, this course is not intended to be a comprehensive solution, but rather a beginning. As a participant, you will learn about a variety of frameworks you can use to begin to understand how systemic racism operates, how individuals play a role in this system, and how they can get started putting their assets to work to become part of the solution.

Session 1: The Economics of Racism with guest speaker Janese Murray

The session will provide an overview of the history of economic racism in the United States and introduce frameworks that will help you understand how race operates in America. It will also explain how, as individuals, we currently participate in systemic and economic racism. We will explore the theories of systems change, spheres of influence, and behavior modifications that can work together to create greater equity. Prior to the session, participants will be asked to prepare personal stories of their relationship to race, which they will share with others in affinity groups during the first session.

Session 2: Access to Capital

In the second session, participants will be asked to map their spheres of influence to prepare for and inform their action planning. They will also be introduced to the mechanics behind access to capital and will discuss how race plays a role in who has and does not have access to capital for personal and professional needs. During the session, participants will explore and discuss their individual and trio action commitments, which they will personalize and adopt by the end of the workshop.

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Part 3: Race Equity in the Wealth Management Ecosystem & Taking Action with guest speaker Tiffany Hawkins

In the final session, participants will share personal access-to-capital vignettes and discuss their individual and trio commitments with their trios. They will also be introduced to the wealth management ecosystem and a variety of race-equity focused investment options in each asset class. During the session, participants will explore and discuss this range of solutions. In addition, they will finalize their individual and trio action commitments, and they will plan the next actions they want to take based on their commitments.

Course Creators

Julia Johannsen – Julia is a bold changemaker who works to leverage her privilege in the service of racial and economic justice. She is the founder of The Impact Collective, an organization that works to educate women about the racial wealth gap. Julia partnered with a small team of experts to create the Impact Collective Intensive Workshop on which this course is based.

Janese Murray – Janese is a seasoned DEI consultant and Leadership Facilitator with over 30 years of experience in human resources and more than 15 years of experience in diversity and inclusion. She consults with diversity and inclusion leaders to build sustainable strategies and practices to meet their organizational goals and objectives. Janese also conducts interactive workshops and facilitates small group discussions. A thought leader in the field, Janese has been quoted in top publications, including the Wall Street Journal and Fortune, and has been a presenter and panelist at various professional conferences.

Tiffany Hawkins – Tiffany is a transformational, forward-looking C-suite executive and entrepreneur. She is the COO of Momentum Advisors, a minority-owned wealth management firm. In her role, Tiffany has employed culturally sound practices, attracted key clients, outperformed competitors, and maximized ROI. She is also a socially conscious champion of diversity/inclusion and women/minority leadership. As a result, Tiffany is a frequent presenter on innovative ESG strategy and implementation, entrepreneurship, and the equity of wealth across diverse factions, domestic and international.

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Invest for Better Membership

Course enrollment includes a 12-month membership to Invest for Better. Benefits include:

Advanced Network Building: Engage with women in our global community through our private IFB networking communications platform. Be supported as you take action moving more of your money into alignment with your values. Leverage the network to join or form affinity groups on topics of interest to you.

Live Events and Training: We offer several live events for members each month (Activation Series speakers & Ask the Expert sessions). Check out our Events Page for what's coming up next.

Partner Services: Obtain discounts to partner-sponsored services, conferences, and events. Benefit from our partner, ValuesAdvisor, when you are ready to search for a values-aligned financial advisor. Receive a 50% discount on membership to the American Sustainable Business Network/Investors Circle.

A copy of *Activate Your Money: Invest to Grow Your Wealth and Build a Better World*. (Members in the US will receive the hardcover version of the book. International members will receive the e-book version.)

Deep Dive Courses: Members can participate in 3-month courses (such as this one) that use our signature Circle format to cover advanced topics. New topics are introduced three times per year and Deep Dives are free for the duration of your Membership.