

# A NEW WORLD

Right Here In America

**Does your team wish to activate sustainable shifts toward equitable practices in the workplace? We invite you to get to know the Harriet Tubman Effect, whose Fellows uniquely rock this subject and will empower your team to engage in diversity, equity and inclusion work as second nature.**



## What's going on?

"A New World, Right Here In America" is an ongoing community and accountability practice conducted by the Harriet Tubman Effect for organizations across American industries. Founder and CEO, Nicole Johnson, and the Harriet Tubman Effect Institute seek to guide willing institutions, leaders, and community members towards dismantling systemic oppression and white supremacy culture in American workplaces.

## Who is it for?

Workplace professionals who want to dismantle white supremacy culture in their daily spaces and hold themselves accountable to inclusive practices and policies. Tracks available for both marginalized people and white individuals who will work together, while prioritizing the support, education, and healing needed within individual communities.

YOU WILL DEEPLY IMMERSE IN AN  
EXPLORATION OF YOUR RELATIONSHIP TO:



### Culture

Recognize white supremacy culture in workplace behaviors and business operations. Focus on new balance, wellness antidotes, and rectification.



### Power

Who holds it? What power do I have?  
How can we redistribute it in meaningful and lasting ways?



### Wealth

Enact equitable living that recognizes the inequities of the past and seeks to create new practices.



### Privilege

Understanding the privilege we each hold and how it can be used to shift systems and enact social change.

## How to engage with "A New World"

### **Two-day Organizational Theory and DEI Retreat**

Built for leadership teams to assess company values and DEI principles, and engage in problem of practice briefs to model the activation of those values and principles.

*Starting at \$7,600.*

### **52-week Program**

Year-long participation in an ongoing research study, a space for like-minded community, a class, and an accountability practice. Members meet weekly to work through a resource book that explores your relationship to culture, power and compensation, with a focus on building community, leading with grace, self-assessment and reparations.

*Annual membership: \$700; begins Sept 2022*

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### **About Harriet Tubman Effect**

A human resource center and institute for justice advocacy and research. Our mission is to dismantle systemic oppression by producing participatory-action research, human resource initiatives and reallocating wealth to Black and Brown DEI consultants across American industries.