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| Racial Justice at Work Summit |
| **"What can *I do* to create racial justice?"** |

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| The Winters Group is hosting a [**groundbreaking 2-day virtual summit**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W%2B113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgNX_N8zplbvK1k1dW1F_R8B556KtCW8Ry3Tl2J-c6LW6t57Xk69K9fWW3dNkfd2KbnP5W1F2pz78BLdLZVtdYSh7ydDYvW90p4bm7lb2XSW8VS_-l6RdL5RW49F-JR8nRSjdW1lHtxk135LPmW8-ZXP73CpWBKW17f6vz1HTBK7W6Tl0z616dzDzW9cPtLd2jqD6jW4BP5Tq2WXr1hW1Rg1sM6xgrW9W5VDZ_b6NzWN9W1tFKls3hNtlGV638JN5dxzf2W3kzRBx7hClCDMdMPVT1RhH13bB21) to dig into radical remedies that disrupt the systemic inequities that plague organizations who claim to be invested in diversity, equity, and inclusion. Based on our new book, ***Racial Justice at Work: Practical Solutions for Systemic Change***, this summit will explore tactics and strategies you can use to guide your organization beyond the performative to create justice-centered actions that correct harm, transform cultures, and dismantle unjust systems. [Register today to join us at this summit!](https://d2w11y04.na1.hubspotlinks.com/Ctc/W%2B113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgD6bW7lN8526qhtqZW5sSHrG93tps1W4-sZ246zCdRXV79VQd4gqTbWW3f5N9J27pxPrN7lmHylsbmsWVfRvR_8qcS9zW1tm1571_63lvW2LF9tq3JC3vFW37JDRB4_Z10lVwgrcj70wRbZW5b9c5S8c35MnW314v7G3FcXyWW47wrqw7WSNYwN8rhKH6cWpG3W5pshgF1bgbtLW3txf6Z1w9YcFW3KSCYY8NtdMdW7Nq8qx1LC_S3Mnf2GGKS-D0W1B2G7T13bm9qW1w0FKL43vHbn32HW1) |
| Sessions will explore:* Correcting Harm
* Operationalizing Justice: A Radical Shift in Consciousness
* Prioritizing Well-Being and Self-Care
* Anticipating and Addressing Resistance to DEIJ
* Redefining Professionalism
* Being a Better Ally and Creating Psychological Safety
* Using Your Voice for Bold, Inclusive Conversations®
* And more to come!
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| Racial Justice at Work Summit-1 |
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| [**Learn More Here**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W%2B113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgNtWW8QcZwf8TRW4TW4Nm6PH4LBzgQW2s-BhN27-B8-W2H4-4X5-RBchW19mj9y185Ps3W1Qs1Qh9fqFlCW427PYt4VsbCrW7HXpdr8BYswdW8hzfgh1sf-xYW15YqmT55tP4KW5RyCNg7c8yMlW7SJN2Y3PyMR3W9jV4Dl350GMTW2jzdl28RVc7qW6GwQpx5cBL5RW1RGr8l8H34FvW1P9GX75J8NSkW6QNLPJ10Mw5cW2l5-Rr69dMvcW67sgfR5V6snHW844Lg_83Q8cCW7gl1mW7rqC8k3lBC1) |

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| This summit will be February 15 - 16, 2023, and your $150 ticket will include a digital copy of our upcoming book, *Racial Justice at Work*! We have added an option to "pay it forward" to sponsor a ticket for someone who needs support to attend. [**Register today!**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W%2B113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgQppW8kGS0J92dgvMW2Ymy_b1hGFg3W7dXyzf8DL5XCW82_kbw4r9FTVW8DdGdm6bFLHBW78qJN-4b5wvGW889DrL4q9gVzW75WRxL4r-GFWN2yybcrq6ZJTW1SH3L22CTwR2MCktYgfT9cKW7mPnhd63FcmXVnQXwy8Zn_XpW2zTNK82Gf3ztVYkX1S2-JrgkW49Wtqz63ljrSW7wHDgc7TfPLGW3NNSQs454FYcW5TB2Rd6Q7X_YW1wfwQ_7lwwjwW5yx44H7-3s3lVVNz4Z1jGsJB31QW1) |

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| **It's time to turn dreams into reality.** |
| Cartoon people holding hands |

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| **Be in community with dynamic DEIJ practitioners** |

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| Cartoon hands holding heart |
| **Refill your cup and affirm your path** |
| Cartoon magnifying glass |

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| **Explore practical solutions for short-term and long-term impact** |

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| Cartoon gear |
| **Experience driving justice-centered culture change** |
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| [**Register for the Summit Here**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W%2B113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7Cgz_rW3Tlt6J7vY-YBW5M-fn-1H6gKSW6zGBrB1kz2-fV5cgDz8lr31xW6CNsgS51ZzXgW8rdn_K6rBDQhW64Y-R12JkVplW80YT2S7X8Sv7W53JZ1_4XRwQ-VhZL9H6V2jvcW2h6nqf9gS40kW6xn-VL4hp641W4gsF9S2bNWMYN9l5KJ3zLfnXW38sbJ37c94rWW586XCj6YwGlMW2ZjdJm8zdPRYW10TBcb5zFTM_VNMVvb8mKxMnW49tRFB8dn6CGW33Jbkq8ws0r8W5nFhh58tw3Dp3blJ1) |

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| The Winters Group, 8116 South Tryon Street, Ste. B3-260, Charlotte, North Carolina 28273, United States[Unsubscribe](https://hs-21260660.s.hubspotemail.net/hs/manage-preferences/unsubscribe-all?languagePreference=en&d=Vnchfl7Jt5qYVHrxsh4rC3R1W1Q9B6J3zbV8YW3Fbt5q6WpMm-N1fk4d_k97ZzW74x_6994sHKxW75Xv5b6CfNhHW4c52cH74wlf2MGKd_P20N8vW7cpXpb48YC2DW5Z-zzH59W2yD4R3Tn1&v=3&utm_source=hs_email&utm_medium=email&utm_content=234817937&_hsenc=p2ANqtz-9AQeOKzkc_t-RhaLIREvSAVtpuyovnYVUkNQ7PD21r_vGV-h9FbCuep5pMGrwaLTpn0NPN_LoSVhE2Uac6JrUSnQwjIA&_hsmi=234817937) [Manage preferences](https://hs-21260660.s.hubspotemail.net/hs/manage-preferences/unsubscribe?languagePreference=en&d=Vnchfl7Jt5qYVHrxsh4rC3R1W1Q9B6J3zbV8YW3Fbt5q6WpMm-N1fk4d_k97ZzW74x_6994sHKxW75Xv5b6CfNhHW4c52cH74wlf2MGKd_P20N8vW7cpXpb48YC2DW5Z-zzH59W2yD4R3Tn1&v=3&utm_source=hs_email&utm_medium=email&utm_content=234817937&_hsenc=p2ANqtz-9AQeOKzkc_t-RhaLIREvSAVtpuyovnYVUkNQ7PD21r_vGV-h9FbCuep5pMGrwaLTpn0NPN_LoSVhE2Uac6JrUSnQwjIA&_hsmi=234817937) |

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