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| |  | | --- | | [Racial Justice at Work Summit](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgFpFW54VlwD95PsYmW5BrPp6531lZ7N2K_kZVHPLjQW3F7VCB1mtCd4W2lD85Q7kX7tPV7SLc-7fRlLnW88gZrt6y71s9W5cnslR3KKWKlW1q89TV5Q_fmXW1CXw7Q6dtCB5N2ttbrPYrmVCN6569dL4lhlnW6dBvg16hg-gJN6vJW1z4KqWGW5K_29J8Cg6NgW6VlFcQ7D0MKhW7wgH2j4mfHqWW73Y6_21XQGYTW84pP1R3wZpqkN3zxf1rFz-JSW7VQ1vp2txTTwW86mXH_68fCtM31kF1) | | **"What can *I do* to create racial justice?"** |  |  | | --- | | The Winters Group is hosting a [**groundbreaking 2-day virtual summit**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/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+113/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! |  |  | | --- | | [Racial Justice at Work Summit-1](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgMwpW92qt5n5w9LWFW3Rxg4M5zjtprW1xc5Jm6TsyWGW6CTh6N81R2Z4W7J6ns-7rjrqDW6JhrJ_7YSGGrW3gKS6y3WKnYyW2n0SsH2yN46VW83QtRy3dfDSwW4-q1Hm4F6vvgVWX4cm9ffHJZW87T0rH18L2pZVB2zkB475vvtW6qG9VX5t1S_sVV3Bxn6YLKL_W5LRpSh89x3Z6W46Fb8P6KWPhXW57g0Mz20yKX2W9k1rXz1cmQjZW9h9tkl8Jh57VVlZHpQ4KvVqvW2j7kS97xMHSR3n8F1) | | |  | | --- | | [**Learn More Here**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgNtWW8QcZwf8TRW4TW4Nm6PH4LBzgQW2s-BhN27-B8-W2H4-4X5-RBchW19mj9y185Ps3W1Qs1Qh9fqFlCW427PYt4VsbCrW7HXpdr8BYswdW8hzfgh1sf-xYW15YqmT55tP4KW5RyCNg7c8yMlW7SJN2Y3PyMR3W9jV4Dl350GMTW2jzdl28RVc7qW6GwQpx5cBL5RW1RGr8l8H34FvW1P9GX75J8NSkW6QNLPJ10Mw5cW2l5-Rr69dMvcW67sgfR5V6snHW844Lg_83Q8cCW7gl1mW7rqC8k3lBC1) | | | 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+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgQppW8kGS0J92dgvMW2Ymy_b1hGFg3W7dXyzf8DL5XCW82_kbw4r9FTVW8DdGdm6bFLHBW78qJN-4b5wvGW889DrL4q9gVzW75WRxL4r-GFWN2yybcrq6ZJTW1SH3L22CTwR2MCktYgfT9cKW7mPnhd63FcmXVnQXwy8Zn_XpW2zTNK82Gf3ztVYkX1S2-JrgkW49Wtqz63ljrSW7wHDgc7TfPLGW3NNSQs454FYcW5TB2Rd6Q7X_YW1wfwQ_7lwwjwW5yx44H7-3s3lVVNz4Z1jGsJB31QW1) |  |  | | --- | | **It's time to turn dreams into reality.** | | Cartoon people holding hands |  |  | | --- | | **Be in community with dynamic DEIJ practitioners** |  |  | | --- | | Cartoon hands holding heart | | **Refill your cup and affirm your path** | | Cartoon magnifying glass |  |  | | --- | | **Explore practical solutions for short-term and long-term impact** |  |  | | --- | | Cartoon gear | | **Experience driving justice-centered culture change** | | |  | | --- | | [**Register for the Summit Here**](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7Cgz_rW3Tlt6J7vY-YBW5M-fn-1H6gKSW6zGBrB1kz2-fV5cgDz8lr31xW6CNsgS51ZzXgW8rdn_K6rBDQhW64Y-R12JkVplW80YT2S7X8Sv7W53JZ1_4XRwQ-VhZL9H6V2jvcW2h6nqf9gS40kW6xn-VL4hp641W4gsF9S2bNWMYN9l5KJ3zLfnXW38sbJ37c94rWW586XCj6YwGlMW2ZjdJm8zdPRYW10TBcb5zFTM_VNMVvb8mKxMnW49tRFB8dn6CGW33Jbkq8ws0r8W5nFhh58tw3Dp3blJ1) | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | |  |  |  | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | [Facebook](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgZ4rW8hkW9X4s5fZ0W54plW66xN5cqW4gy8lG6z4F_kW1Stppp6l91dfW2YF99G804BvmW7bGxlY8Scx9nW1Vnwhx9fBmD2W7D750l2Tk0XVW657dMP4M21BLW8CSzhc7JLDvfW6gB_py7qbJZ_N4rvLbCS0mWkW6kljjq5N1S1JN6DcV1jTlRlCW6_JhfT5TZVSXW4wn0F63r982QW4xvJ1L9lVvrrW7Gz-2X6rL2BNN96tBMK5bPwzW7Mwdqc6pQwB4W5B289p4L2h4ZN3qfGM_dpz713bSS1) | | |  | | --- | | [LinkedIn](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgMFzN5nnBwqZQ6CCN1XxjYt_Wzd2W5n36GJ6q3jrVW3cZPTR406xqLW2cH1h43ZQWf4W7QW7yw53XTDJVZWM-C1H0mQyVL3bl-5P8y4_W2v9zwS6PyWngW7zP49q1lwWzPW6H2zF83XSXSGW5-5pfW7JZKZ-VY1RDW4QvgLfW26c2rV69PVwgMF0087dtJZ7W8v611y7k72K9W7GWllN2162qPN2Bl8zsZ-mX2M1db4bpkHCTW2BpK0_5qvFTzW1LBKBc93_DJrW7Q690j3t01W_3lF21) | | |  | | --- | | [Instagram](https://d2w11y04.na1.hubspotlinks.com/Ctc/W+113/d2w11Y04/VWfcMx4ctdVLW75Xzwm8JGqwZW1TDTHt4SFTJSMfRfkG3lSbNV1-WJV7CgWC0N6Vf79pgy268W7TWhPV28scPLW6TM0Mz24-gj2W8cCFZ77SY2zfW14kHPN89jGNgW8y7mZz5ympT9W2Wg4Gh5Mfn2zW5SqhmS8kk2LNW6564tH2ytWqCN5mkJG_tyM4wW5g3MBY3lr6ZyW6kfGqt4zRJ_FW54R5Yp3-KjTTW2GwKpD6j0sR2W6bYdF95kwGBGN34KczRvhpFXW4chDWS1Hy4VVN2h58xMq3p7LW84PHK34g5dG6VZX04c1XMJ-1W6sCdzz5nxN5HW49jybc1CsJqr3mZq1) | | |  |  | | --- | | 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) | |