



GUILFORD DIALOGUES Recap

PANEL & SPEAKER SUMMARIES

The third Guilford Dialogues conference provided extensive insights over two days on “Building Strategies for Economic Inclusion.” Here’s a recap.

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SETTING THE STAGE: A CONVERSATION WITH COMMUNITY LEADERS

Thursday, June 6, 8:45 - 9:45 a.m.

Moderator: Martin Acevedo

Panelists: Omar Woodard, Audrey Trussell, Hank Smith and Cynthia Wallace

Panel Summary

Guilford Dialogues opened with a conversation focusing on strategies for fostering economic inclusion and equity in disadvantaged communities. Our panelists discussed addressing power dynamics between organizations, successful initiatives like workforce coalitions and civic engagement programs and engaging businesses through aligned incentives. They emphasized the need for long-term commitments to address systemic barriers in education, healthcare and financial resources and advocated for community-driven solutions and sustainable investments in underrepresented communities.



Key Takeaways:

- **Address power dynamics:** Implement strategies in your community to address the power dynamics between foundations and nonprofits and between nonprofits and the communities they serve. This includes fostering transparency and ensuring community input in decision-making processes.
- **Create inclusive job pathways:** Develop workforce coalitions that bring together nonprofits, businesses and educational institutions to create clear and accessible job pathways. Programs should focus on connecting job seekers with necessary credentials and supporting them through the hiring process with client managers.
- **Engage businesses in community impact:** Collaborate with local businesses to align their interests with community impact goals. Encourage companies to adopt inclusive hiring practices, such as partnering with organizations that support formerly incarcerated citizens who want to join the workforce. Establish funds and volunteer opportunities for businesses to support local nonprofits and engage in long-term community development efforts.
- **Promote community engagement:** Conduct focus groups, data walks and conversations with the local community to inform sustainable solutions to disparities in education, health and financial resources.
- **Support local civic engagement:** Launch initiatives to increase civic engagement in historically marginalized communities through programs like Focus on African-American and Diverse Engagement (FADE) in community hubs to encourage residents to advocate for and represent their communities effectively.

ECONOMIC DEVELOPMENT: WORKFORCE, TRAINING & JOB CREATION

Thursday, June 6, 9:45 - 10:45 a.m.

Moderator: Stephen Sills

Panelists: Marek Gootman, Dedrick Asante-Muhammad, Sharon Contreras, Fred Henry and Wendy Walker-Fox

Panel Summary

The discussion centered on the need for inclusive economic growth and addressed structural inequality in the U.S., particularly the racial wealth divide. Panelists emphasized the importance of creating more quality jobs in the private sector, bringing career awareness to job-seekers and promoting overall economic development in addressing structural barriers for economic inclusion at the national level. Economic development serves a second role in complementing investments in educational infrastructure, which must be made through public-private partnerships that promote innovation in schooling. Finally, the concept of regionalism emerges as a key for the scalability and sustainability of economic and workforce development initiatives.



Key Takeaways:

- **Focus on quality job creation:** Shift the focus of economic development metrics from the quantity of jobs to the quality of jobs created, ensuring that workforce development systems align with the creation of high-quality job opportunities.
- **Foster public-private partnerships in education:** Promote an environment conducive to public-private partnerships in education, aimed at reducing bureaucratic barriers, fostering innovation within the traditional public school system and maintaining oversight.
- **Enhance school and workforce collaboration:** Integrate school districts into workforce development conversations from early education stages, ensuring programs are designed to prepare students for future job markets. This includes initiatives like creating career pathways in elementary schools.
- **Invest in wraparound services:** Provide comprehensive support services such as transportation, healthcare and dependent care to address personal barriers that prevent individuals from completing training programs and accessing quality jobs.
- **Promote regionalism for resource optimization:** Encourage regional collaboration and resource pooling among counties to attract employers and address workforce needs more effectively, following successful models like Chicago's regional approach to economic and workforce development.

ENTREPRENEURSHIP: CATALYST FOR INCLUSIVE GROWTH

Thursday, June 6, 11:15 a.m. - 12:15 p.m.

Moderator: Dee Stokes

Panelists: Tyrome Smith, Rama Chakaki and Sterling Johnson

Panel Summary

The conversation featured discussions on promoting inclusive economic development through intentional policies to democratize access to capital and promote visibility for entrepreneurs of color. Panelists emphasized the need to foster intrapreneurs, those who work within a system or structure and choose when to disrupt it. They further underscored the need

for deep listening in communities, integrating economic justice principles and creating supportive ecosystems for entrepreneurs. Specific initiatives included workforce development programs, rallying around impact investments and youth entrepreneurship projects, all aimed at fostering diverse entrepreneurial ecosystems. The session concluded with calls to embrace anarchy, push for gender parity in entrepreneurship and prioritize problem-solving with a beginner's mindset. #lovetheproblemfindthesolution



Key Takeaways:

- **Design from the margins:** Prioritize inclusive economic development by designing policies and practices that consider the needs and challenges of marginalized communities in accessing funding and support from the outset.
- **Support intrapreneurship:** Foster an environment within organizations that encourages intrapreneurship, where employees can innovate and disrupt outdated practices from within.
- **Deep listening in communities:** Prioritize deep listening in communities to understand their challenges and needs before brainstorming and implementing solutions. This involves creating safe spaces for entrepreneurs of color to fail and providing non-dilutive ways of growing businesses.
- **Promote access to information:** Demystify capital statistics to highlight alternative resources of capital outside of venture capital that may better suit each entrepreneur's industry and goals.
- **Community advocacy and accountability:** Empower communities to educate venture capitalists on where their capital is needed most. Utilize partnerships and protests as tools to hold firms accountable for their investments, ensuring they align with the needs and priorities of underserved communities.

FEATURED SPEAKER LUNCH: SURYA KOLLURI, HEAD OF TIAA INSTITUTE

Thursday, June 6, 12:30 - 2 p.m.

Featured Speaker Summary

Summary: Health and wealth are two sides of the same coin. In this interactive session, Surya Kolluri discussed longevity and its various dimensions in the decade of healthy aging. He motivated the discussion on achieving longevity fitness with concerning statistics on the health of the American population, highlighting inequalities in health outcomes based on gender and affluence and the expected increase in the incidence of Alzheimer's and dementia as we reach a peak in elderly population numbers. The path to achieving longevity fitness is centered around finding solutions to problems across three dimensions: social equity, health equity and financial equity.



Key Takeaways:

- **Foster social connections:** Implement a socialization plan for retirees, focusing on maintaining connections to reduce social isolation and improve overall well-being. Benefits of socialization include lowering the risk of hypertension, delaying physical disability, lowering mortality and enhancing cognition.
- **Promote healthy aging practices:** Add lifestyle interventions such as a Mediterranean diet and regular exercise. Even more important are good sleep habits and maintaining brain health.
- **Promote financial literacy:** Enhance financial literacy and planning, especially targeting young adults, by relating financial concepts to their life stage and future goals. This involves overcoming cultural chasms to facilitate open discussions about money, particularly targeting women, to foster comfort and confidence in financial decision-making and planning for the future.
- **Enhance understanding of longevity:** Develop a comprehensive understanding of longevity literacy, addressing gender disparities and ensuring that individuals are adequately prepared for the financial implications of longer life spans.
- **Promote a holistic view of aging:** Encourage a shift in societal attitudes towards aging, prioritizing health and wealth as interconnected aspects of a fulfilling and sustainable life.

Book Recommendations:

100 Year Life by Adam Scott

The Longevity Economy by Joe Kaufman

Being Mortal by Atul Gawande

The Good Life by Robert Waldinger

Purposeful Retirement by Hyrum W. Smith

Stage (Not Age) by Susan Golden

Why We Sleep by Matthew Walker

Outlive by Peter Attia

What Color is Your Parachute by Richard Nelson Bolles

The Longevity Project by Howard S. Friedman and Leslie R. Martin

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AGING TOGETHER: BUILDING AN INCLUSIVE ECONOMY

Thursday, June 6, 2:15 - 3:15 p.m.

Moderator: Gizelle Clemens

Panelists: Joyce Rice, Stacey Blyth, Corinne Auman and Gene Brown

Panel Summary

The conversation focused on strategies for integrating older adults into the workforce, creating alternative opportunities of purpose for them and addressing their unique challenges. Key strategies included reskilling and community partnerships to prepare older adults for employment, addressing healthcare challenges that impact economic participation and highlighting the economic necessity for many older adults to work, emphasizing the role of social capital in their well-being. Discussions also covered the importance of combating ageism in hiring practices and leveraging apprenticeships to benefit from older adults' experience while supporting them with a robust healthcare infrastructure, affordable housing and community development through intergenerational collaboration.



Key Takeaways:

- **Identify key industries for older workers:** Analyze industries with high demand and tailor employment opportunities for older adults, considering digital skills gaps and potential for reskilling or upskilling. Leverage partnerships to ensure older workers are not overlooked.
- **Promote apprenticeship programs:** Implement mentorship and apprenticeship programs to harness the expertise of older workers, particularly in sectors like manufacturing. These programs facilitate knowledge sharing and skill acquisition for both older and younger workers.
- **Address social determinants of health:** Recognize the impact of healthcare challenges on economic participation. Provide support for affordable housing, access to quality food and transportation to enhance the overall health and employability of older adults.
- **Combat ageism through education:** Challenge stereotypes and ageist attitudes to create a more inclusive workforce. Educate families and communities about the evidence-backed benefits of continued employment and purposeful activities post-retirement.
- **Facilitate future planning conversations:** Encourage adults to engage in proactive discussions with family members about future planning, including the importance of securing essential documents such as healthcare and financial power of attorney and a will.

Book Recommendation:

Bowling Alone: The Collapse and Revival of American Community by Robert Putnam

Keenagers by Corinne Auman

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HOUSING: STRATEGIES FOR A SUSTAINABLE AND INCLUSIVE FUTURE

Thursday, June 6, 3:30 - 4:30 p.m.

Moderator: James Cox

Panelists: Robert "Bob" Powell, Hugh Holston, Stephanie Glenn, Phelps Sprinkle and Robert Hutchins

Panel Summary

The conversation centered around the complex challenges and solutions for affordable housing. Panelists highlighted tangible solutions to address barriers to homeownership, including family residential impact investment, community land trusts,

partnerships with private banks to lower mortgage rates for low-income families and philanthropic efforts. The discussion also covered community engagement efforts to address barriers to living for disabled individuals, specifically the lack of access to healthcare, social capital and employment opportunities. Panelists concluded that a key element in developing community solutions is reshaping the narrative around who benefits from affordable housing.



Key Takeaways:

- **Promote collaboration for sustainable housing solutions:** Partner with nonprofit organizations, private banks and real estate investors to create innovative housing programs, such as lease-to-own options and community land trusts, which can reduce housing costs and promote wealth-building rooted in racial justice.
- **Encourage impact investment in homeownership:** Invest in affordable housing through innovative avenues such as transparent, low-cost asset classes that prevent corporate homebuying.
- **Advocate for impactful philanthropic efforts:** Implement reparative giving models to eradicate barriers and promote economic inclusion in housing. This may involve allocating endowed assets to organizations dismantling barriers to home ownership.
- **Educate and change perceptions:** Engage in community dialogue on the collective benefit of affordable housing and emphasize the human element behind housing initiatives to combat stigma and foster support for inclusive housing policies.
- **Promote replicable community models for inclusive housing:** Support initiatives like Peace Haven, which offer housing and programs for people of all abilities, with the aim of creating supportive environments and combating isolation among disabled individuals

KEYNOTE SPEAKER: RAJ CHETTY, WILLIAM A. ACKMAN PROFESSOR OF ECONOMICS AT HARVARD UNIVERSITY & THE DIRECTOR OF OPPORTUNITY INSIGHTS

Thursday, June 6, 7 - 9 p.m.

Keynote Summary

Despite tremendous amounts of economic growth in North Carolina, residents of cities like Charlotte and Greensboro are experiencing a decline in generational wealth on average. In Guilford Dialogues' evening keynote, Harvard economist Raj Chetty discussed the fading American Dream and the disparities in upward mobility across different communities in the United States. Using large-scale data from Opportunity Insights to understand regional disparities, he identified the four strongest predictors: lower poverty rates, more stable family structure, better school quality and greater social capital. He concluded with a discussion of three policy approaches to increasing upward mobility: reducing segregation, place-based investments and higher education and workforce training.



Key Takeaways:

- **Invest in place-based strategies:** Focus on public-private partnerships and policy changes, like zoning laws, to bring economic opportunity to neighborhoods with low upward mobility rates. Lessons can be learned from Charlotte, N.C., where place-based investments took the form of investments by nonprofits, private sector commitments to hire from low mobility neighborhoods and changes in zoning laws to allow more buildings in higher opportunity areas.
- **Enhance access to higher education and workforce training:** Address the imbalance in college access and outcomes by promoting changes in admission practices at highly selective institutions, banning legacy admissions and, most importantly, investing in community colleges that serve low-income students effectively.
- **Reduce income segregation:** Expand efforts to reduce residential segregation through affordable housing programs and policy reforms, with a focus on reducing barriers to mobility for families in low-opportunity areas.
- **Promote mentorship and social capital:** Encourage mentorship programs, particularly high-intensity interventions, to provide guidance and support for children from disadvantaged backgrounds, emphasizing exposure to successful role models and fostering a growth mindset to overcome challenges.
- **Leverage big data for policy implementation:** Recognize the value of large-scale data in informing and implementing policy solutions aimed at increasing upward mobility. Prioritize the dissemination and accessibility of such data to policymakers and stakeholders, emphasizing its role in systematically measuring progress toward economic opportunity goals.

Online Recommendations:

<https://opportunityinsights.org/>

<https://rajchetty.com/>

www.guilford.edu/GuilfordDialogues

GENERATIONAL HAND ME DOWNS: WEALTH, POVERTY & THE SPACE IN BETWEEN

Friday, June 7, 8:35 - 9:35 a.m.

Moderator: Ashley Raper

Panelists: Aimy Steele, Catherine “Katy” Crosby, Mark Kirstner and Grant Duffield

Panel Summary

Coined by Milagros Russell, the term “generational hand me downs” set the stage for discussions of the complexities of intergenerational wealth disparities and their impact on social mobility, as well as strategies for addressing

these issues through affordable housing, strong transportation infrastructure and strategic tax policy. Panelists further touched on the challenges of affordable housing, the importance of community land trusts and the role of financial institutions in supporting inclusive economic growth. Key themes emerged around the need for equitable development practices, public-private partnerships and community-driven solutions to combat systemic disparities.



Key Takeaways:

- **Advocate for equitable policies:** Advocate for local policies addressing historical barriers to wealth transfers, such as redlining, and demand equitable lending practices and insurance accessibility.
- **Address transportation equity:** Engage with elected officials to ensure developers are held accountable for transportation equity in community development projects, emphasizing non-political dialogue and solutions
- **Support community land trust initiatives:** Support initiatives like community land trusts to combat concentrated poverty and promote affordable housing, encouraging resident involvement as board members and exploring funding opportunities.
- **Address rising rental costs:** Address rising rental costs and speculation in real estate by urging legislative action, including subsidies or controls for private equity funds to unload portfolios at affordable rates.
- **Enhance collaboration for affordable housing:** Enhance collaboration between private and public sectors to disseminate resources for affordable housing, updating lending standards for smaller developers and increasing flexibility in underwriting processes.

Book Recommendations:

The Color of Law by Richard Rothstein

Evicted: Poverty and Profit in the American City by Matthew Desmond

EMPOWERING FUTURES: THE ROLES OF COLLEGES & UNIVERSITIES IN ENCOURAGING ECONOMIC INCLUSION

Friday, June 7, 10 - 11 a.m.

Moderator: Mark Justad

Panelists: Hope Williams and
Danielle Heider '12

Panel Summary

The discussion centered around strategies to enhance access and success in higher education, particularly for low-income students and those with learning differences. Hope Williams emphasized the importance of institutional aid and

supportive programs for low-income and first-generation students, citing collaborations and statewide programs like "I Belong." Danielle Heider highlighted the unique challenges faced by students with disabilities and stressed the need for inclusive teaching methods and early career exploration as seen in Beacon College (Fla.). The panelists discussed the impact of federal and state policies on financial aid, the necessity of DEI initiatives despite legislative challenges and the role of community partnerships in providing job experiences. They also underscored the importance of collaborative programs and fundraising to create opportunities, improve support systems and ensure economic mobility for underserved populations.



Key Takeaways:

- **Infuse problem-based and solution thinking:** Revamp the curriculum to incorporate problem-solving approaches across various educational formats such as seminars, themed minors and internships, addressing real-world challenges like campus hunger and forced migration.
- **Expand institutional aid:** Increase efforts to provide financial support beyond federal assistance to economically disadvantaged students, ensuring they have access to higher education and leveling the playing field.
- **Enhancing support for students with disabilities:** Implement comprehensive support systems, including weekly meetings, career exploration from earlier stages and community partnerships to provide job experiences and build competitive skills.
- **Promote collaboration and fundraising:** Foster collaborative programs among colleges and universities to share successful strategies and resources, while also exploring fundraising initiatives to support scholarships, grants and certification programs.
- **Promote purposeful certification programs:** Increase the availability of certification programs and ensure the credentials they offer have meaningful applicability in the workforce.

Book Recommendations:

The Color of Law by Richard Rothstein

Evicted: Poverty and Profit in the American City by Matthew Desmond

FEATURED SPEAKER LUNCH: KORY BAILEY, CEO OF UPSURGE BALTIMORE

Friday, June 7, 11:15 a.m. - 12:30 p.m.

Featured Speaker Summary

Recognizing Baltimore's incredible momentum and unmatched assets, particularly in human capital, entrepreneur Kory Bailey launched UpSurge Baltimore with the mission of building an ecosystem to create and sustain startups. He focused on the potential for growth and development in Baltimore, including addressing historical and systemic barriers to economic inclusion specifically to support underrepresented groups in tech through Equitech initiatives. Successful startups like b.well Connected Health were highlighted as examples of UpSurge's support for impactful innovation by entrepreneurs with passion for innovation within their fields. He concluded his talk by touching on the balance of local and external talent in Baltimore, higher education's role in skill development and the importance of resilience and learning from failure in entrepreneurship.



Key Takeaways:

- **Create profitable environments and engage youth:** Create environments where people can profit from their purpose and ensure young people are encouraged in these conversations.
- **Build and strengthen the tech ecosystem:** Build a thriving tech ecosystem by connecting founders with partners, mobilizing regional and national assets and strengthening its culture and connectivity.
- **Enhance data collection and capital continuum:** Collect better data on startups, create a continuum of capital and mobilize networks to support startups through various growth stages.
- **Unlock underrepresented groups' potential:** Unlock the potential of underrepresented groups in the tech workforce to continue growth, especially focusing on black women and other underrepresented demographics.
- **Support startups with programs and collaboration:** Support startups through programs like UpRise and university entrepreneurship programs, fostering collaboration and sharing best practices. Awareness of ecosystems, like UpSurge, encourages founders to pursue their projects because it shows them that there are organizations actively working to make their startup journeys more successful.

UNLOCKING POTENTIAL: CREATING AN INCLUSIVE ECONOMY FOR JUSTICE-IMPACTED INDIVIDUALS

Friday, June 7, 2:30 - 3:30 p.m.

Moderator: Rehshetta Wells '18

Panelists: Heath Brown '96 and
Victor Vincent '11

Panel Summary

The discussion centered around changing the narrative about justice-impacted individuals and integrating them into the economy. Panelists emphasized the need for resources to help individuals manage their re-entry and highlighted the impact of personal stories in shifting the narrative around

the criminal justice system. Additionally, they highlighted the importance of responsive workforce development systems, voting and post-election organizing and building cross-issue coalitions in addressing the challenges faced by justice-impacted individuals.



Key Takeaways:

- **Advocate for political will:** Push for the implementation of effective economic policies for justice-impacted individuals.
- **Support interdisciplinary coalitions:** Form and back coalitions that address interconnected issues such as housing, financial stability and criminal justice reform.
- **Sustain political engagement:** Engage in continuous political activism beyond election days to influence policy implementation.
- **Develop individual-centered reentry programs:** Create reentry programs that focus on individual passions and career paths rather than solely on financial support. Workforce development systems also need to meet justice-impacted individuals where they are and equip them with high-skill, non-automatable jobs to afford them a stable future.
- **Train civil leaders and empower justice-impacted voices:** Use evidence-based practices to organize and train civil leaders for better community support and advocacy. Create spaces and platforms for incarcerated individuals to share their reentry experiences with friends and communities, which can shift public perceptions regarding incarcerated individuals.

Book Recommendation:

Roadblock: Joe Biden's Rocky Transition to the Presidency by Heath Brown.

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