EXECUTIVE SUMMARY & VISION STATEMENT
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CONFERENCE
CO-FOUNDEES

C. Vincent Bakeman, Ph.D., President, Human Resources Development Institute of Chicago, Chicago, IL and Frances L. Brisbane, Ph.D., Dean, Stony Brook University, School of Social Welfare, Stony Brook, NY
CONFERENCE LOCATIONS

2017—Elmina, Ghana
2016—Noord, Aruba
2015—Mesa, Arizona
2014—New Orleans, Louisiana
2013 - San Juan, Puerto Rico
2012 - San Diego, California
2011 - Havana, Cuba
2010 - Santo Domingo, Dominican Republic
2009 - Mesa, Arizona
2008 - New Orleans, Louisiana
2007 - Nova Scotia, Canada
2006 - Punta Cana, Dominican Republic
2005 - Albuquerque, New Mexico
2004 - Hamilton, Bermuda
2003 - Isla Verde, San Juan, Puerto Rico
2002 - St. Thomas, U.S. Virgin Islands
2001 - San Diego, California
2000 - Isla Verde, Puerto Rico
1999 - Honolulu, Hawaii
1998 - Isla Verde, Puerto Rico
1997 - Phoenix, Arizona

1996 - Honolulu, Hawaii
1995 - Barbados, West Indies
1994 - San Juan, Puerto Rico
1993 - Honolulu, Hawaii
1992 - St. Thomas, U.S. Virgin Islands
1991 - San Juan, Puerto Rico
1990 - Nassau, Bahamas
1989 - Hamilton, Bermuda
1988 - St. Thomas, U.S. Virgin Islands
1987 - Paradise Island, Bahamas
EXECUTIVE SUMMARY

The founding and permanent sponsors of the “People of Colour” conference are the Human Resources Development Institute of Chicago and State University of New York at Stony Brook. Numerous nationally recognized organizations are invited to co-sponsor the Conference each year. The “People of Colour” conference remains the only annual privately sponsored international meeting dedicated to promoting multi-cultural approaches to health, healing and prevention.

The first “People of Colour: An International Perspective” conference was held in the Bahamas in 1987. The idea for this landmark event grew from the recognition by Frances L. Brisbane, Ph.D., Dean, Stony Brook University, School of Social Welfare, Stony Brook, NY and C. Vincent Bake- man, Ph.D., President, Human Resources Development Institute of Chicago, Chicago, IL and the need for health practitioners to incorporate culturally specific treatment and healing practices into their work with people of color. Recognizing the essential role of culture in health, illness and treatment, they envisioned a multicultural event that would transform the ways in which people of color are served. As practitioners in the behavioral healthcare field, they noted the proliferation of treatment conferences that were targeted solely to individual culture groups. The “People of Colour” conference would set a new standard by encompassing a wide variety of culture groups. The conference motto “A Holistic Learning Experience with Culture as the Mediator” conveys the pivotal role of cultural beliefs and practices in health, treatment and prevention.

The general foci categories for workshops and plenary sessions are health, mental health,
substance abuse, AIDS, violence and education. Specific topics have included traditional healing practices, gender specific treatment strategies, leadership skills in the legislative process, policy development, quality assurance, program development, internationally recognized model programs, research and spirituality.

Conference participants have grown from 100 treatment professionals and administrators at the 1987 Conference to over 600 at the 2000 Conference in San Juan, Puerto Rico. Representative disciplines include medicine, social work, law, law enforcement, psychology, violence education and research, drug and alcohol counseling, nursing and education. Conference presenters have expanded through the past 18 years to include Commissioners and Directors from numerous federal, state and local government agencies representing the contiguous states, Guam, American Samoa, Native American Nations, Caribbean, Europe, Asia and South Africa. Each year, the international list expands as the message of the “People of Colour” conference spreads.
Conference participants enthusiastically incorporate new culturally competent programming and practices upon return to their organizations and communities. New perspectives about the role culture in health led the School of Health Technology and Management at SUNY Stony Brook to develop a multi-lingual training video program using concepts learned at the Conference. In short, participation in the “People of Colour” conference changes the ways in which people practice.
The “People of Colour” conference offers participants a rare panoramic view of languages, traditional attire and perspectives representing a wide variety of cultures. Conference participants are immersed in the culture of the host locale. Fully 1/3 of event planners are members from the health and mental health community in the host region. Conference locations represent historical roots for many people of color and, as such, the culture of the host locale is fully integrated into the conference agenda by way of cuisine, language, traditional attire and participation in local activities. The host culture provides the background for acquiring new knowledge and as a focal point for appreciating and valuing the mores and values of strong cultural groups who live and work together.

Particularly unique aspects of the “People of Colour” conference are the Morning Glory, Youth Academy, College/University Student Academy, Drug Court Proceedings, Pre-Conference Sessions, Post-Conferences, Faith-Based Initiatives, The Dr. C. Vincent Bakeman Leadership Institute, Task Force, reports outlining findings and recommendations related to Health, Mental Health, Substance Abuse, HIV/AIDS, Violence and Education, and Culturally Competent Education and Trainer of Trainer (TOT) Institute.
Morning Glory
A unique and inspirational aspect of the “People of Colour” conference is the Morning Glory. Set in idyllic and tranquil locations and accompanied by spiritually uplifting music conducive to meditative reflection, the Morning Glory is an early morning inter-faith service led by laypersons and leaders of diverse faith traditions. Morning Glory attendees can experience a sense of collective unity through participation in traditions such as a Native American spiritual ceremony or humming along with the local children’s choir. The Morning Glory provides participants the opportunity to begin their day in spiritual reflection of a particular foci affecting our society today. Each morning, a different spiritual leader presents a message from the faith community related to the topic of the day such as health, violence, AIDS and substance abuse. Conference participants eagerly approach the work at hand after experiencing the refreshing spiritual unity and strength of the Morning Glory.

Youth Academy
The Youth Academy provides an interactive forum for youth of color to meet with other young people who share common issues and experiences. The Youth Academy engages youth in discussions about problems and solutions related to topics such as drugs, AIDS, STD’s, alcohol, dating, violence and peer pressure. In addition, the Academy serves as a platform for youth to discuss career and education goals as well as community and family responsibilities. A full day Conference session for youth includes workshops such as alcohol, drugs and traffic safety and educational opportunities and scholarships. These topics reflect contemporary issues that affect youth and provide opportunities for reflection and growth. The Conference has welcomed youth representing numerous countries and continents since the 10th Annual Conference in 1996. Off-Site excursions to youth and family agencies in the host locale provide a unique opportunity for youth to meet together to share perspectives about common issues. Recreational trips to historical sites at the host locale provide a rich cultural knowledge base for youth. Cultural experiences and knowledge gained make lasting impressions on Youth Academy participants.
The College/University Student Academy
The College/University Student Academy has been added to the Conference for college students who are freshmen through seniors. Students will participate in a unique multi-cultural, multi-religious and multi-talented experience. Students will also discuss leadership in a global society while networking with peers from around the world who are on the move and making a difference.

Drug Court Proceedings
The Drug Court Proceedings were introduced during the 1999 13th Annual “People of Colour Conference” in Hawaii in response to the impact that Drug Courts have on people of color. A drug court is a type of “problem solving” court which specializes in handling cases involving substance-abusing offenders through comprehensive supervision, drug testing, treatment services and immediate sanctions and incentives. Given the overwhelmingly positive response from participants, Drug Court Excursions and expanded Alternative Court workshops were added to subsequent conference programs.

Task Forces
The influence of the “People of Colour” on practice and policy is illustrated in reports generated by multidisciplinary Task Forces that were convened throughout 1996 to address issues identified by participants during the 1995 Conference in Barbados. Internationally and nationally recognized Task Force members engaged in extensive solution-oriented deliberation to identify problem areas, develop vision statements, design strategies and recommend policy statements. Task Force reports detail the findings of deliberations and highlight short- and long-term recommendations for governments and organizations which, when implemented, can improve service delivery and outcomes for people of color.
Over 30 physicians and other health professionals attended the “Compassionate, Concerned and Committed (CCC) Physicians: Challenges and Rewards for Clinicians Treating People of Colour and Ethnic Populations” Pre-Conference session, sponsored by the W.K. Kellogg Foundation and the Bureau of Primary Health Care, at the 2000 Conference in San Juan, Puerto Rico.

The aim of the Pre-Conference session was to gather teaching stories of experienced clinicians who employ the special skills, attitudes and behaviors (rooted in compassion, concern and commitment) that are required to practice healthcare with culturally diverse patients in an environment of disparities, managed care and insurance restrictions.

This Pre-Conference session addressed the Impact of Violence on Health, Mental Health and Substance Abuse at the 15th Annual Counseling & Treating People of Colour: An International Perspective conference in San Diego, CA. Sponsored by the W.K. Kellogg Foundation. National experts from culturally and ethnically diverse communities presented case examples, teaching stories and commentaries on the cumulative effects of violence.

Dialogues to Address Health and Quality of Life Issues Among the Aging was featured at the 18th Annual Counseling & Treating People of Colour: An International Perspective Conference. Four categories of the aging: pre-elderly (55-60), new elderly (61-70), middle-age elderly (71-80), and the oldest of the elderly (81 and older) participated in this preconference session that engaged the participants in a dialogue on the major physical, mental and social illnesses that are most common among this population.
POST-CONFERENCE INSTITUTES

**Faith-Based Programs**
Recognizing and embracing the influence of spiritual beliefs for many people of color, the Conference incorporates strategies that foster collaboration between places of worship and social service organizations. The guiding tenet of faith-based programs is the commitment to a holistic perspective of the individual—addressing the physical, mental, social and spiritual parts of the whole person.

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**Culturally Competent Education and Trainer of Trainer (TOT) Institute**
Become a Trainers of Trainer (TOT) in Culturally Competent Practice and Policy Development in Health, Mental Health, Education, Substance Abuse and HIV/AIDS. This training is open to physicians, nurses, physical therapists, psychologists, professors, secondary school educators, guidance counselors, substance abuse counselors, social workers, human resource staff, presidents and CEO’s and caregivers, in all fields. Everyone taking this training will be qualified to train other professionals to use the model in their practice and development of policies that are relevant to the needs of client/patients of multiple cultures, religion, races and gender.
**The Dr. C. Vincent Bakeman Leadership Institute**

At this training leaders are placed in an environment conducive to learning new concepts and examining old leadership principles and practices. It will add value to the performance of leaders and others aspiring to become leaders. Their organizations will benefit from their new knowledge, skills, and enhanced leadership excellence.

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**Entrepreneurship and Non-Profits**

All non-profit organizations need fundraising: the gentle art of persuading people to experience the joy in giving. A Post-Conference session was featured at the 18th Annual Conference that provided the opportunity for participants to learn how to develop and implement their fundraising programs.
POST-CONFERENCE INSTITUTES

The Impact of Provider Bias on HIV Prevention Work

This three hour post-conference session was designed to challenge participants to explore beliefs, values and attitudes that can negatively impact their ability to provide effective HIV education and other prevention services for members of the Lesbian, Gay, Transgender and Bisexual (LGTB) Communities.

Become A Geriatric Care Manager

The Geriatric Care Manager program is designed to train care managers to assess the needs of an older person, design a care plan, coordinate and arrange the services of a multidisciplinary team of professionals, and provide services on an ongoing basis. The Geriatric Care Manager Certificate Education and Training Program is intended to provide the information that care managers need to help improve the quality-of-life of their senior clients, and those who help them. This program provides special training to help managers understand many of the common agerelated social, health, financial and legal issues associated with the needs of elder populations.
VISION STATEMENT

Vision Established 1983
First Conference 1985
Vision Revised 2015
Our vision is to have a culturally integrated conference which reflects diversity of ethnicities, religions, ages, genders, incomes, geographical residences, and educational achievements. And to engage in discussions of how these characteristics influence the beliefs and practices of people of colour relative to health, mental health, substance abuse, AIDS, violence, and education.

Further, we seek to create an environment of spirituality, harmony and respect where conference attendees and presenters can interact among themselves toward teaching and sharing knowledge and skills that are most appropriate to counsel and treat people of colour.

We will create an international environment by having the conference in countries, cities, islands, Indian Nations, from which major people of colour groups in the United States call their ancestral land and continue to carry the cultural, religious and ritualistic behaviors and beliefs that were “born” in them. We will use the geographical location of the conference to facilitate an immersion experience in the cultures that are prominent among the people of colour who live where the conference is held. We will develop a plan to include professionals of all races, ethnicities, religions, and cultures who work in people of colour communities so they may learn experientially as well as academically the history, social, religious, spiritual backgrounds and cultural nuances.
of people they work with in clinics, hospitals, agencies, schools, and other settings on a daily basis. We will conduct our conferences to reflect the qualities of a Training of Trainers (TOT) session. The intent is for attendees to add training and teaching others to their job responsibilities.

We seek always to have attendees become sharers, teachers and learners. Because we believe some of the best and more lasting learning takes place informally, we will hold the conference in places and develop formats to facilitate participants’ informal interaction and sharing.

We aim to make it possible for the greatest number of people who work directly with people of colour, especially those who are culturally, racially, and religiously different from their clients and constituents to attend the conference; we also aim to provide new and innovative treatment models and prevention programs that have worked for people of colour so they can become part of the take-home messages of attendees. We further seek to keep the conference affordable and aggressively recruit and scholarship anyone who needs the information and interaction who otherwise would be unable to attend. We will seek funding only from sources that understand and accept our vision, which we see clearly as being the right agenda for dealing with issues of people of colour.

We will seek to partner with governmental and nongovernmental entities who accept the basis premise on which our conference operates. Since we make a significant educational contribution to the work the not-for-profit sector is charged with accomplishing, as well as academic institutions in their teaching responsibility, we will seek major support and attendees from these sources.

Finally, it is our vision that this conference, which is presently the only one of its kind will grow from being the only one, to become one of many. We believe this type of a conference is an excellent venue to teach/train and equip professionals with state-of-the-art knowledge, correctness of attitude, and appropriate skills to serve their clients and constituents, to renew their own spiritual energy and to re-commit themselves professionally to becoming and remaining relevant and culturally in-tune with those they serve. Therefore, a guiding principle to achieve our vision is helping attendees to use the conference as a retreat, thus taking care of themselves while they are learning how to take care of others.

In 1998, President Shirley Strum Kenny of the State University of New York at Stony Brook,
after experiencing the value of this conference as being consistent with the University’s mission, agreed that the University would become the conference co-sponsor. Hence, the School of Social Welfare, which is one of its units, would become the conference administrator. This was a bold step that recognized the conference as an integral part of the University’s commitment to diversity and cultural competency. Consistent with this move, the major support of the conference relative to its co-sponsorship comes from the President’s Office.

In 2009, President Samuel Stanley, M.D. has re-committed to the University as co-sponsor of the conference.
2017 CONFERENCE EXECUTIVE ADMINISTRATORS

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CONFERENCE

AN INTERNATIONAL PERSPECTIVE


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