

*ACRC staff, board of directors, and membership are committed to policies and practices that promote equity, dismantle systemic racism, and strengthen diverse and inclusive programs, leaders, and communities. Our work with Joyce James has provided a foundation of awareness and understanding upon which we will continue to build our capacity for transformation.*



## Turning the Mirror Inward: Addressing Racial Inequity, Social Justice, and System Transformations

ACRC's commitment to acknowledging and reducing racial inequities in child & family serving systems has been supported by the work of Joyce James, LMSW-AP, the owner and lead consultant in Joyce James Consulting (JJC). Joyce is a nationally recognized expert on addressing racial inequity, social justice, and system transformations. With a professional career spanning more than three decades, JJC provides training, data analysis, leadership development, community engagement support, and technical assistance to community-based organizations, non- and for-profit organizations, systems, and institutions at various levels, in both the public and private sectors. JJC has demonstrated expertise and success in supporting goals and objectives to reduce and eliminate disproportionality and disparities in child welfare, education, health, housing, juvenile and criminal justice systems.

Joyce and her team provided a deep dive into the outcomes data, policies, practices, and culture in ACRC member organization Pressley Ridge, working with Leadership and providing workshop experiences to staff at all levels in a very personal manner with the goal of developing a racial equity lens with which to serve children and families in this expansive multi-state, multi-service organization.

Included in Pressley Ridge's work with Joyce includes focus groups with kids/families and staff as well as consultation in specific services and situations. What makes this commitment especially unique is the transparency Pressley Ridge offers to the field on their journey and transformation.

This keynote presentation from Joyce James and the CEO of Pressley Ridge will explore the development of a common understanding, language, and definition to guide new, innovation, and collective approaches that reduce racial inequities and improve outcomes for all populations.



**Joyce James, LMSW-AP,  
President/CEO Joyce James  
Consulting, Racial Equity  
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**Susanne Cole, President/CEO,  
Pressley Ridge**