

Leadership exCHANGE

SATURDAY
NOVEMBER 11
2023

sponsored by  MARKETSOURCE®



Evaluation Report

Prepared by 21st Century Leaders

“AFTER THIS SUMMIT, I AM INSPIRED TO EDUCATE OTHERS ABOUT MY EXPERIENCES, AND HOPEFULLY BRING THEM ALONG WITH ME ON THE PATH TO SPREADING DIVERSITY AND INCLUSION.”

- NAOMI BEAL, WESTLAKE HS

Leadership exCHANGE



54 H.S. STUDENTS

10 VOLUNTEERS
including 1 Jr. Board member

5 GUEST SPEAKERS

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Leadership exCHANGE is one of 21st Century Leaders' live leadership training experiences held annually in the Fall. Leadership exCHANGE focuses on the exchange of ideas, perspectives, and career options on a range of topics and themes.

Leadership exCHANGE focuses on Diversity, Equity & Inclusion and was hosted at the Junior Achievement Discovery Center of North Georgia on Saturday, November 11th, 2023. During the one-day summit, 54 high school students joined together to learn about the advantages of utilizing DE&I in the workforce and in their communities.

Student attendees heard from summit sponsor MarketSource on unconscious bias, learned the importance of combating that bias and addressing microaggressions with the National Center for Civil and Human Rights, and participated in teambuilding activities centered around DE&I with 21CL staff.

“IT’S IMPORTANT TO BE AWARE OF BIAS AND TAKE STEPS TO MITIGATE IT. DO NOT MAKE ASSUMPTIONS ABOUT PEOPLE IF POSSIBLE, AND IF YOU DO, MAKE SURE YOU GET TO KNOW THEM SO THAT YOU CAN DISPROVE YOUR IMPLICIT ASSUMPTIONS.”

- NISHANTH KAVURI, LAKESIDE HS

STATEWIDE STUDENT DIVERSITY



54 STUDENTS

35 HIGH SCHOOLS

13 COUNTIES

69% FEMALE
IDENTIFYING

31% MALE
IDENTIFYING

48% BLACK/AFRICAN-AMERICAN

21% INDIAN/SOUTHEAST ASIAN

11% ASIAN

9% WHITE/CAUCASIAN

7% HISPANIC/LATIN AMERICAN

2% MIDDLE EASTERN/NORTH
AFRICAN

2% BIRACIAL

**"MY SUMMIT EXPERIENCE WAS VERY
INFORMATIVE AND INTERESTING. IT GAVE ME
VALUABLE INSIGHTS ABOUT DEI."**

- AADI SHAH, FCS INNOVATION ACADEMY

**"I'M INSPIRED TO SPREAD THE KNOWLEDGE
THAT I OBTAINED HERE TO MY FRIENDS AND
FAMILY." - TSEBEOT SINAMO, DEKALB EARLY
COLLEGE ACADEMY**

STUDENT IMPACT

100% of students agreed that after attending the summit, they can see themselves promoting diversity, equity, and inclusion as a teenager

98% agree that they can see themselves using the skills they gained from this experience now and in the future

96% of students agree that their knowledge of diversity, equity, and inclusion increased

92% of students agree that after attending the summit, their confidence as a leader increased

“YOU HAVE TO BE INTENTIONAL ABOUT NOT BEING BIASED AND ONCE YOU DO THAT YOU WILL BE ABLE TO ELEVATE YOURSELF TO A NEW LEVEL OF LEADERSHIP.” - EMONI LOVE, WHEELER HS

STUDENTS REPORTED PRACTICING OR GROWING IN 21CL'S SEVEN CORE **LEADERSHIP COMPETENCIES**:

94% COMMUNICATING EFFECTIVELY

84% SELF-DEVELOPMENT

68% PROBLEM SOLVING

66% INTEGRITY & TRUST

64% BUILDING EFFECTIVE TEAMS

58% ACTION ORIENTED

32% CAREER AMBITION

"Asking questions is key to promoting diversity and inclusion."
- Shadi Karimifard, Northview HS

STUDENT IMPRESSIONS

OVERALL, HOW WAS YOUR SUMMIT EXPERIENCE?

“[It was] incredible to learn the differences that others come from based off their backgrounds, instead of assuming just based off the way their skin color is or the way they are physically dressed.” - Kimberly Arredondo-Enriquez, Clarkston HS

“10/10 would do again! I learned so much and loved connecting with other bright minded diverse teens.” - Abigail Rong, Denmark HS

“GREAT! I will definitely take the lessons I learned and spread it among my community at school and beyond.” - Siri Manekar, Northview HS

“[I’m inspired to] promote equality, and to stop being biased towards others.” - Sarayu Dureddy, Alliance Academy



“I like how [this event] made me realize my unconscious biases, as well as showed me that everyone is not who they appear to be.” - Maya Matthews, Westlake HS

“[I’M INSPIRED TO] BE MORE INCLUSIVE AND BE MORE OPEN MINDED TO DIFFERENT BACKGROUNDS AND PEOPLE, BECAUSE PEOPLE AREN’T ALWAYS WHAT WE ASSUME.”

- ISHAN SUNDRANI, ROME HS

VOLUNTEER IMPACT

10 VOLUNTEERS | 5 SPEAKERS | 1 ALUMNI

WHAT WAS YOUR BIGGEST TAKEAWAY FROM



"[Asher Jones] made me really understand implicit bias and how easy it is to experience it, and how we should be very conscious of it."
- Liliana Cantrell, Rome HS

"It is important to understand that we have implicit bias and that they are subconscious. I think it was really great to also learn about the importance of understanding people have different experiences and perspectives."
- Joshua Girgis, Montessori School of Rome

"I learned how everyone will always have a bias; no matter how much training you go through there will be biases that you have about groups of people. But if we are aware then we can start to break them down and start to learn about people for who they are not for who you think they are."
- Lulu Oladeji, Homeschool

"I liked the "wow" that came out of the activity at the end. We were all shocked with how off we were from the actual background our people were from. It taught me that you are probably always wrong with the assumptions you make about other people."
- Siri Manekar, Northview HS

"I liked the fact that [Don't Judge a Book By Its Cover was] a reality check to me as I do this on a daily basis. I should take what I learned today and apply it to my life."
- Joel Mathew, Grayson HS

"I learned that you have to think about your implicit biases to try and stop using them to make major decisions about other people."
- Camilo Archila, Lakeside HS



VOLUNTEER IMPACT

WHAT WAS YOUR BIGGEST TAKEAWAY FROM THE NATIONAL CENTER FOR CIVIL AND HUMAN RIGHTS?

“It was a very interesting talk especially since we all pitched in our experiences. I was shocked with the situations others have been in. Overall I took away that everyone comes from a different background and it is important to respect that.” - Siri Manekar, Northview HS

“National Center for Civil and Human Rights Presentation was my favorite part of the entire day. It made me uncomfortable but allowed me to grow and become a better person.” - Anshuman Khadanga, Lakeside HS

“[I learned that] we go through a lot of the same things we just have to look at it from different perspectives.” - Asialin Jackson, Westlake HS

“It’s important to learn why someone is saying something more than getting immediately offended.” - Nife Deju, Lanier County HS

“Some things that people say to me are microaggressions and I have never realized that. I also saw into [the lives] of other people of different races.” - Katherine Yang, Alpharetta HS

“Everyone experiences a different life so it’s important to listen more than you speak.” - Christian Hooks, Grayson HS

“I need to be aware of how other people walk through life and how we can be more sensitive.” - Erin Howard, Charles R. Drew Charter School



“MY BIGGEST TAKEAWAY WAS NOT TO GET ANGRY ABOUT A BIAS, BUT RATHER TO QUESTION IT. LEARN TO BE MORE OPEN AND ACCEPTING.”

- JOSHUA GIRGIS, MONTESSORI SCHOOL OF ROME



2023 Leadership exCHANGE

Saturday, November 11, 2023

Junior Achievement Discovery Center

10am - 3:45pm

Sponsored by:  **MARKETSOURCE®**

- 10:00am** **Welcome**
21st Century Leaders
- 10:15** **Host Welcome**
Student Intro: Siri Manekar, Northview High School, Youth Ambassador
Speaker: Roxy Hurlburt, Events Manager, JA of Georgia Discovery Centers
- 10:25** **Sponsor Remarks: MarketSource**
Student Intro: Nishanth Kavuri, Lakeside High School, Youth Ambassador
Speaker: Ben Simms, Executive Director of Omnichannel Client Services, MarketSource, Inc.
- 10:35** **Diversity, Equity, & Inclusion: Unconscious Bias**
Student Intro: Rhea Shah, GSMST, Youth Ambassador
Speaker: Asher Jones, Diversity & Inclusion Manager, MarketSource, Inc., 21CL Jr. Board
- 10:50** **Students in Action: Breakouts!**
MarketSource volunteers
- 11:30** **Idea Showcase & Debrief**
Student Thank You: Christian Hooks, Grayson High School, Youth Ambassador
- 12:00pm** **Lunch**
- 12:55** **National Center for Civil & Human Rights (NCCHR) DEI Training: Understanding Implicit Bias & Microaggressions**
Student Intro: Rishi Byakod, South Forsyth High School, Youth Ambassador
Student Intro: Vidhi Raiyani, Putnam County High School, Youth Ambassador
Speaker: Phil Polk, Diversity, Equity, and Inclusion Lead
Speaker: Attallah Pamoja, Diversity Equity Inclusion Consultant/Practitioner
- 1:00** **NCCHR Training and Teambuilding Rotations**
- 3:20** **Closing Remarks + Thank You**
Student Thank You: Raveena Alli, Atlanta Girls' School, Youth Ambassador
- 3:20** **Sharpen the Saw & Closing Reminders**
Tim Parham, Director of Programs & Operations, 21st Century Leaders
- 3:45** **Dismissal**