

# Horizontal Hostility

February 17, 2020

9:00 am – 5:00 pm

DoubleTree by Hilton Grand Rapids - Airport – Grand Rapids, MI

Shannon Nobles, Erin Roberts, Merkeb Yohannes, Phillip Barnhart



## Description:

Join us for a training that focuses on how to address horizontal hostility in the workplace. Through an interactive, scenario-based learning environment, attendees will be able to work through dilemmas to understand how SA/DV organizations approach change, employee turnover and ethical decision-making in a unique manner in order to effectively support staff who are beneficial to the organization. Additionally, participants will be able to dig deeper into the effect change has on an organization, learn the role economic justice plays within retention, how to identify and address horizontal hostility, and leave with some tools to better incorporate the best practices learned into the workplace.

## Objectives:

Through this training:

1. Participants will be able to identify horizontal hostility and leave with take away tools on how to address it in the workplace.
2. Participants will be able to identify positive, forward moving and solution based methods for dealing with people management issues.
3. Participants will learn what they should care about in terms of staff retention and what they should not be concerned about when seeing turnover due to horizontal hostility.

## Audience:

This training is for folks who work in people management within an organization, or those who wish to learn best practices for dealing with horizontal hostility within their organization. This is a decision-making conversation that will require open and honest discussion with a mind toward positive change and future oriented thinking.

## **SCHEDULE & AGENDA**

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**February 17, 2020**

8:00 am – 9:00 am      Registration

Morning:      Human Resources work through an intersectional lens

- Introductions: trainers and participants
- Intersectionality and how it relates to human trafficking
- How oppression is the foundation of violence
- Tone Setting
- Definitions of horizontal hostility
  - Activity/discussion
- Positive, Forward Moving, Solution Based Approaches

Lunch Break

Afternoon:      Ideal Workplace Environments

- What makes an ideal workplace environment?
- Downside of turnover
- Upside to turnover
- Staffing
- Dealing with conflict
- Feedback – Giving and Receiving
- Be the change – leading by exam

## **FACULTY BIOGRAPHICAL INFORMATION**

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**SHANNON NOBLES** is **Operations Director** at MCEDSV. Shannon was the Coordinator of the Michigan Resource Center on Domestic and Sexual Violence until 2013, managed within MCEDSV, when she left to do state policy work. She returned to MCEDSV in a nonprofit administration role in 2016 and represents the Coalition in HR, manages the day-to-day operations of the organization and assists the programmatic team in training development. Shannon spent her early career doing community engagement work both in Michigan and Kentucky, building relationships and empowering people to make change in their communities through advocacy for public goods.

Shannon has a passion for social change and considers herself a social justice activist first and foremost. She has sat on numerous boards and committees within the Greater Lansing community, ranging from sexual assault advocacy and

services, food justice, mentoring youth and urban revitalization in the hopes of lifting up the voices and experiences of women and other marginalized populations. She is raising a toddler with her spouse in Lansing, and looks at parenthood as another opportunity to practice the values she holds dear.



**ERIN ROBERTS** is a **Senior Program Director** at the Michigan Coalition to End Domestic and Sexual Violence. She has a B.A. in Psychology and a Masters in Social Work from Michigan State University, and many know Erin from her work as executive director of End Violent Encounters (EVE) in Lansing as well as Relief After Violent Encounters – Ionia/Montcalm. Active in community engagement and healing projects for much of her career, Erin has served on committees and/or as a mentor not only in the DV/SA movement, but also with groups invested in helping the homeless, the LGBTQ community, and children and families. In addition to all this, she has also served as a peer reviewer for the Michigan Domestic and Sexual Assault Treatment and Prevention Board, worked as a liaison to the Michigan State University School of Social Work, and previous to taking her current position with MCEDSV, was a Coalition board member.

Erin is rooted by her passion for social justice and her drive for individual empowerment and community strength. She has a knack for coalition and relationship building. She has a firm belief that at the base of each individual lies the opportunity and strength to thrive and overcome adversity. She believes it is her responsibility to be a positive force for those opportunities and strengths in the people she meets and the community she holds.



**MERKEB YOHANNES** joined MCEDSV in 2017 and is a **Senior Program Director**. She joins MCEDSV after nearly 10 years of working in advocacy and program management at a non-profit organization serving those with disabilities. Prior to that she lived in Atlanta, Georgia primarily working in social services amongst Immigrant and Refugee families and was an active member of various social justice community groups. Merkeb has vast experience working in developing countries with international non-profit organizations, local governments and faith-based organizations in areas of woman and girl empowerment, grant management, HIV/AIDS prevention and intervention, media material development for public health issues, and workforce training and development. As a Lansing resident, she continues to volunteer in her community

with local agencies that advocate and support survivors as well as with the Refugee community.



**PHILLIP BARNHART** is an **Events & Program Manager** at MCEDSV. He joined MCEDSV having spent four years in his home community of Flint as it struggled through its water crisis. He served one year as an AmeriCorps VISTA, developing programs and community partnerships in Flint elementary schools, and then as a program manager at the United Way of Genesee County where he directed the Flint Recovery Corps, a service corps designed to connect residents effected by the water crisis with

support resources. He continues to serve as a board member, administrator, program manager, and instructor with the Flint Public Art Project, which he helped to found in 2011. FPAP seeks to connect Flint with the global conversation around reactivating blighted spaces through public art, and focuses on navigating trauma through the arts.

In addition to his work at MCEDSV, he is currently a Lecturer II at the University of Michigan-Flint where he teaches Cultural Studies and American Philosophy in the Graduate School.

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