

**Bruce E. Smail**  
**Social Justice Consultants, LLC**  
**Featured Topics for 2009-2010**

Featured Topics	Target Audience
Are We In a Post-Racial Era with the Election of President Barak Obama?	All Audiences
Being an Effective Ally for LGBTQ	All Audiences
Being an Effective Ally for People Living with HIV/AIDS	All Audiences
Being an Effective Ally for People of Color	All Audiences
Building a Socially-Just Work Environment	Nonprofit Organizations, Higher Education, Business, Government Agencies
Building Cultural Competence in Your Organization: What is Your Responsibility?	Nonprofit Organizations, Higher Education, Business, Government Agencies
Building Strong Affinity Groups for Your Organization	Business, Government Agencies, Nonprofit Organization
Challenges & Opportunities of Leading Advocacy Programs	Higher Education, Diversity Programs, Cultural Centers, Nonprofit Advocacy Organizations
Creating Change in Your Organization --- Strategies for Success	Nonprofit Organizations, Higher Education, Business, Government Agencies
Creating Safe Working Environments that Value the Diversity of your Staff	Nonprofit Organizations, Higher Education, Business, Government Agencies
Developing Effective Executive Director/Board of Director Relationships	Nonprofit Organizations, Executive Directors, Board of Directors
Developing Effective Recruitment Strategies to Diversify Your Organization	Nonprofit Organizations, Higher Education, Business, Government Agencies
Empowerment: LGBTQ Youth	Lesbian, Gay, Bisexual, Transgender, Questioning Youth 13-24, High School Students, College Students
Empowerment: People Living with HIV/AIDS	People Living with HIV/AIDS, Advocacy Organizations

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Empowerment: Youth of Color	Youth of Color 13-24, High School Students, College Students
Exploring Homophobia in Communities of Color and Racism in LGBTQ Communities	All Audiences
Disclosing HIV Status ---The Challenges and Opportunities for Poz and Negative People	All Audiences
POSITIVE VOICES: A Personal Journey of Living with HIV	All Audiences
President Barak Obama & Supreme Court Justice Sonia Sotomayor accused of Being a Racist. Exploring the Realities of Racism in a "Post-Racial America."	All Audiences
Prevention & Survival Strategies for Men Who Have Sex with Men (MSM)	MSM
Supporting your LGBTQ Youth - A Guide for Parents, Teachers, and Community Leaders	Parents, Teachers, Community Leaders
Survival Strategies for LGBTQ Students on a College Campus	Lesbian, Gay, Bisexual, Transgender, Questioning College Students
Survival Strategies for Students of Color on a Predominantly White Campus	College Students of Color
The Art of Building Strong Coalitions and Partnerships from Day 1	Nonprofit Organizations, Higher Education, Business, Government Agencies
The Role of an Ally in Ending Oppression	All Audiences
Using Multiple Dimensions of Identity Theory to Build Stronger and More Inclusive Work Environments	Nonprofit Organizations, Higher Education, Business, Government Agencies