

## Co-Founder & Lead Trainer/Consultant



Reggie Jackson is a nationally heralded independent scholar and much sought-after speaker, researcher, writer, and consultant to the media on race relations. He helps institutions and individuals understand how our country's racial hierarchy developed historically, its impact on our lives today, and how we can realize America's promise for all its citizens. Reggie shares seldom-told stories and data about the experiences of African-Americans and other peoples of color past and present.

Reggie has an amazing capacity to read, research, and absorb American history. He has a talent for synthesizing the material to make it compelling and meaningful for youth and adults from diverse racial/ethnic, socio-economic, and educational backgrounds.

### Background:

In 2002 Reggie began serving as the Head Griot\* (oral historian/docent) for America's Black Holocaust Museum (ABHM), leading hundreds of tours and training new griots. He also served as ABHM's board president and became the protégé and close friend of its founder and historian, Dr. James Cameron, the only known survivor of a US lynching. Following Dr. Cameron's death and the museum's shuttering during the 2008 Great Recession, Reggie continued offering ABHM's public history and dialogue programs in libraries, churches, and community organizations. This "museum beyond walls" initiative led to the successful rebirth of ABHM as a virtual (online) museum and laid the groundwork for the organization to work towards opening a new physical gallery in Milwaukee, Wisconsin.

As ABHM focused its attention on opening a new physical museum, Reggie and his colleague Dr. Fran Kaplan decided to embark on a new adventure: creating Nurturing Diversity Partners (NDP) to provide education, training, and consulting services that foster diversity, inclusion, and equity. They sought to expand the types of communities they worked with, soon delivering programs in cities, suburbs/exurbs, and small towns all over Wisconsin and beyond. While NDP occasionally still consults with ABHM on specific projects, we are a completely separate organization with our own (albeit complementary) mission. Reggie has been working with NDP full time since 2018.

A Navy veteran, Mr. Jackson has also taught sociology as an adjunct university professor, served as a middle school special education teacher, coached children's sports, and worked as management at a workforce development firm.

Trained as a Nurturing Parenting Program facilitator, Reggie is married and the father of a talented adult daughter.

\*pronounced GREE-oh, a West African term for public historian

### Awards:

- **2017-2019** Five Awards including **Gold Award for Best Online Column**, **Silver Award for Best Column**, and **Bronze Award for Best Investigative Story or Series** Milwaukee Press Club
- **2018 42 Most Influential Black Leaders in Wisconsin** Madison365.com
- **2018 Legacy Award** MICAH (Milwaukee Inner City Congregations Allied for Hope)
- **2018 Friebert Social Justice Award** (jointly awarded with business partner Dr. Fran Kaplan) Jewish Community Relations Council of Milwaukee
- **2017 Frank P. Zeidler Public Service Award** City of Milwaukee
- **2016 Courageous Love Award** First Unitarian Society of Milwaukee
- **2016 Silver award in non-fiction** Independent Publishers Association
- **2015 Eliminating Racism Award** Southeast Wisconsin YWCA

He was also honored by the Wisconsin State Assembly in a [Joint Resolution](#) in 2017.

### Links:

- [Reggie's TedX talk, What I Learned From A Lynching Survivor About Anger](#)
- [Reggie's column in the Milwaukee Independent](#)

## Fran Kaplan, EdD, MSW

### Co-Founder & Lead Trainer/Consultant



Dr. Fran Kaplan has spent fifty-five years working against poverty and for social justice and peace locally, nationally, and internationally. She holds a Doctorate in Educational Leadership and a Master of Social Work degree in Community Organizing and Administration. Her work as an adult educator, social worker and community organizer has taken her into a variety of fields, including farmworker rights, women's healthcare, child protection, parenting education, and public history. She has served as an executive, program, and training director. She is multilingual and an award-winning published author and filmmaker.

Fran is adept at uncovering and understanding the unique needs of organizations in order to custom design educational experiences that are relevant and engaging for them. She brings a deep understanding of socio-cultural dynamics and educational theory to her work.

### Background:

For twenty years, Dr. Kaplan served as a Nurturing Parenting Program™ Trainer/Consultant working nationally and internationally. She helped field test and write curricula and materials for Family Development Resources in Spanish and English, including the Crianza Con Cariño programs and videos as well as a comprehensive Implementation Manual for all NPPs. Fran also formed the first ever Nurturing Network, which held several early skill-building conferences about such topics as "developing cultural competence" and "the power of male nurturance."

From Spring 2010 through Summer 2017, Fran worked as a full time volunteer with the community group that formed the Dr. James Cameron Legacy Foundation and worked to successfully reestablish America's Black Holocaust Museum. She was particularly involved in developing the Foundation's innovative "museum-beyond-walls," including its 3300-exhibit virtual (online) museum, public education programs, and interracial dialogues series. Dr. Kaplan also helped launch the Foundation's publishing division, LifeWrites Press, and served as managing editor and contributor to its digital and print publications.

In 2017, Dr. Kaplan shifted gears and worked with her colleague Reggie Jackson to form Nurturing Diversity Partners. While they initially focused on booking Reggie for presentations, Fran's skills in designing curriculum, doing needs assessment, and leading facilitated dialogue contributed to rapid growth in NDP's facilitated dialogue and training workshop services.

Fran is also an active bubbe who helped nurture five biological, foster, and step-children into adulthood.

### Awards:

- **2018 Robert H. Friebert Social Justice Award** (jointly awarded with business partner Reggie Jackson) Jewish Community Relations Council of Milwaukee
- **2016 Eliminating Racism Award** YWCA of Southeast Wisconsin
- **2016 Silver award in non-fiction** Independent Publishers Association
- **2009 Personal Reinvention Award** Sterling Awards of Southeast Wisconsin & the Mature Workers Committee of Milwaukee
- **2005 - 2018 Regional and national film and screenplay awards** for *Service To Man*, *Fruit of the Tree*, *Gettin' Grown*, and *Honey-Colored Boy*
- **1998 Promoting Racial Harmony Award** National Association of Social Workers, WI Chapter
- **1992 Social Worker of the Year** National Association of Social Workers, WI Chapter
- **1991 Leadership in Prevention Award** WI Committee for Prevention and Treatment of Child Abuse and Neglect
- **1991 Community Service Award** Milwaukee County Task Force on Sexual Assault / Domestic Violence

On Dr. Kaplan's 70th birthday, the Honorable Gwen Moore, Representative of Wisconsin's 4th District, read an extended tribute to Fran into the [US Congressional Record](#).

### Links:

- [Short video bio](#)

## Diana Luepke, B.A.

### Operations Manager



Diana Luepke has over 15 years of professional experience systematizing business operations. As a self-employed operations expert and consultant, she specializes in helping small businesses and nonprofits that engage in social change work operate like well oiled machines. She helps NDP operate more effectively by building, managing, and improving operations infrastructure, productivity practices, and day-to-day operations. Although Nurturing Diversity Partners is technically her client, on a practical level she partners with Fran and Reggie as a member of their close-knit team.

She brings to the table experience having ushered organizations through the stages of starting up, closing down, managing rapid growth, and reaching a steady state. She is adept at designing processes and systems to match the unique needs of clients.

You can learn more about Diana's qualifications on her [LinkedIn page](#).

## NDP Facilitator Corps

### Facilitation, Presenting & More



When NDP started offering facilitated dialogue programs, we recruited and trained a diverse group of impressively talented community members to facilitate small group discussions using the Caring Circle method. They have worked with us to deliver Deep Dive Dialogue programs to a wide range of clients, including school districts, churches, community-wide collaborations, and more. Their abilities to listen deeply, share authentically, and guide groups in the use of our structured process have been instrumental in the success of these programs.

The more we become familiar with the valuable perspectives and skills this group of individuals brings to the table, the more we have invited them to collaborate with us in a variety of ways: co-presenting with one of our Lead Trainers for large programs, presenting and leading discussions on their own for smaller programs, consulting with us on their areas of expertise, and more.

We look forward to posting bios for all of our NDP Facilitators in the near future.