

BLACK & FEMALE: WHAT IS THE REALITY?®

A Weekend CELEBRATION and Training Retreat

October 2-5, 2025

BE PRESENT®



BLACK WOMEN'S & BLACK GIRLS' LEADERSHIP: WE ARE BUILDING INCLUSIVE MOVEMENTS FOR SOCIAL JUSTICE!

In 1983, Lillie P. Allen asked, "What do you absolutely adore about yourself?" to a standing-room-only gathering of over 1,000 Black women and girls from all walks of life at the First National Conference on Black Women's Health Issues held at Spelman College in Atlanta, GA.

Whether this will be your first Black & Female: What is the Reality?™ event or reconnecting with women from past events, join us on OCTOBER 2-5 for a celebration, reunion, and training retreat for people who identify as a Black woman or Black girl as we honor our legacies and current realities as community organizers, social change makers, movement builders and paradigm shifters.



Attending events tailored specifically for Black women and girls is a TRANSFORMATIVE experience. The intersectionality of race, gender, and sometimes other factors like socioeconomic status or sexual orientation results in unique challenges that are often overlooked in discussions of oppression and inequality.

This Training Retreat provides a unique and empowering experience where the voices of Black women and girls are not only heard but celebrated.

RETREAT LOCATION
Forrest Hills Resort
135 Forrest Hills Road
Dahlonega, GA 30533

Space is limited to 75 participants. We encourage you to invite a friend and/or family member and register now to secure your spots.

COME IN, COME IN...

The Be Present Empowerment Model® is being used by Black women in every field, including law, HR, reproductive rights, criminal justice reform, education, and others. And, we are doing this emergent, transformative work outside the history of oppression and with creativity, play, and joy!

Join Lillie Allen and others and learn more about Be Present's Black & Female Leadership and Social Justice Movement as we share our realities. We welcome all people who identify as Black women and Black girls who are engaged in the work of Black women's leadership by virtue of navigating inside a racist culture that does not value our successes.

The Agenda for the weekend is YOU! The motto is: *"It's only the beginning, the best is yet to come, we know where we are going, we know where we come from..."* We rarely take time out to rest, reflect, and love on ourselves and each other--this retreat is that time!

THURSDAY, OCTOBER 2

- ✦ Creating a sacred container for the work and play we will do together

FRIDAY, OCTOBER 3

- ✦ Exploring how using the Be Present Empowerment Model® can effect positive change in our work, our families, and in our communities

SATURDAY, OCTOBER 4

- ✦ Sharing lessons learned and stories, from this retreat or years of practice, about the impact of the Model on ourselves and in our lives
- ✦ CELEBRATING OURSELVES

SUNDAY, OCTOBER 5

- ✦ Closing Circle
- ✦ How do we put into practice what we've learned and experienced?

ABOUT FORREST HILLS

Set in the North Georgia mountains, Forrest Hills Resort is just 1.5 hours from the Atlanta airport and surrounded by rivers, waterfalls and forests. Nature, lovely accommodations and meals will provide a nurturing setting for our work and play together. Be Present has been partnering with Forrest Hills for trainings and retreats for the past 30 years.

THE TIME IS NOW...

JOIN US!

...things in our lives start to shift the moment we take the opportunities we need to know, adore, inspire, and celebrate ourselves.



OUR INTENTION FOR THE WEEKEND

Together, we will share lessons learned in using the Be Present Empowerment Model® to explore how the daily experiences of race, gender, class and power dynamics and “isms” affect us and our capacity to build authentic relationships across differences.



We intend to:

- Raise the visibility of Black women's and Black girls' leadership in creating and sustaining a diverse movement for social Justice that is inclusive of all people.
- Introduce participants to the Be Present Empowerment Model® and provide opportunities to practice the Model.
- Share learnings of how using the Be Present Empowerment Model® effects change in ourselves, our families, schools, organizations and movements.
- Have fun, party, and **CELEBRATE!**

Be Present in the Circle and build upon your strength as a leader to:

- Examine Intersections between race, gender, class, age, ethnicity, religion and sexual orientation, among others.
- Address impact of social inequalities on mind, body and spirit.
- Build mutual trust and sustain transformative learning, shared accountability and joint action.
- Foster authentic relationships among people with different backgrounds, experiences, viewpoints and values.

The Black and Female Weekend Retreat will:

- Highlight the perspectives and leadership experiences of Black women and girls.
- Identify skills, knowledge and abilities necessary to build cultural competency and sustain diverse and inclusive leadership across race, gender, class, age, and other differences.
- Promote intergenerational, multiracial, leadership development trainings.
- Capture and disseminate leadership development in and across different fields.



1983 BLACK & FEMALE: WHAT IS THE REALITY WORKSHOP



2024 BLACK & FEMALE REGISTRATION COMMITTEE MEMBERS

THE SIGNIFICANCE OF BLACK & FEMALE LEADERSHIP IN CREATING A JUST WORLD

Be Present's Black & Female Leadership Movement celebrates the legacy of building sustainable leadership for social justice birthed from the vision of a Black woman, Lillie P. Allen and shared with other Black women and girls, who then partnered with a diversity of people to create a national network of locally organized and trained activists. It focuses on the visions, visibility, and voices of Black women leaders in working towards social justice across all fields and in a variety of contexts. It highlights the collective leadership of a diversity of people in creating sustainable change that serves all people in our broad community.

Our Leadership work addresses both the lack and, too often, the distortion of the voices and visibility of Black women's leadership in the literature, historical record and dialogue on social justice movement-building. It also highlights the process, as well as the achievements of using a collective leadership approach in creating a diverse national network of activists successfully moving social justice agendas in the U.S.



SOME MEMBERS OF THE 2024 BLACK & FEMALE LEADERSHIP TEAM



*Come in, come in, please
come in,
come in, come in...
there's a place for you at
the table,
please come in...*

ABOUT BE PRESENT

Be Present, Inc. is rooted in the vision and leadership of Black women and girls, beginning with Lillie P. Allen, who partnered with diverse people to create a movement for sustainable change that serves everyone in our communities.

We are a diverse network of people willing to risk being different with one another, our families, communities, workplaces and organizations.

We are committed to a process that builds community well-being on the strength of self-knowledge rather than on the distress of oppression.

Because we believe that enduring progressive change begins with and is sustained by persistent personal growth, we bring to people a model for personal and organizational effectiveness that replaces silence with information, assumptions with a diversity of insights, and powerlessness with a sense of personal responsibility.

Be Present's work advances a more just world by supporting people to become more effective leaders in creating thriving families, schools, organizations, workplaces, and communities by:

- Teaching the Be Present Empowerment Model®
- Providing training and ongoing systems of support
- Building a diverse network of locally organized and nationally connected social change leaders
- Collaborating with other social justice organizations



In session with Lillie P. Allen, Founder of
Be Present & the Be Present
Empowerment Model®



The Be Present Empowerment Model®

REGISTRATION INSTRUCTIONS AND COSTS

Space is limited to 75 participants. We encourage early registration to secure your spot participants.

- CAREFULLY READ THROUGH THE SLIDING FEE SCALE GUIDELINES (PAGE 8).
- COMPLETE THE [ONLINE REGISTRATION PROCESS](#). (YOU CAN ALSO MAIL A CHECK OR MONEY ORDER TO BE PRESENT, INC., 925 MAIN STREET, SUITE 300-112, STONE MOUNTAIN, GA 30083.)
- YOU WILL RECEIVE MORE DETAILED INFORMATION ABOUT THE SITE AND LOGISTICS PRIOR TO THE RETREAT.

IF YOU HAVE ANY ISSUES WITH REGISTRATION, PLEASE EMAIL US AT INFO@BEPRESENT.ORG.

NON-REFUNDABLE REGISTRATION COMMITMENT FEE

A \$50 non-refundable commitment fee is required to hold your spot for the Retreat. This fee is applied to your total registration costs. The fee supports our commitment to maintaining a sliding-fee structure and keeping our programs available and affordable. This is part of Be Present's financial transparency and reflects our values of mutual accountability and support.

INSTALLMENT PAYMENT OPTION

Although full payment upon registration is preferred, for your convenience, once you have paid the \$50 non-refundable registration commitment fee and determined your total registration fees based on the Sliding Fee Scale on the next pages, the registration system allows you to submit payment in installments toward the fulfillment of your registration costs (payable in full **by or before September 15th, 2025**), if you choose. Refer to the [Registration FAQs](#) for instructions on how to pay your registration fee in installments.

LODGING

Registration fees include the training, overnight accommodations, and meals. Rooms are double and single occupancy. If you require a single room, you must pay an additional \$200 single-room fee (per person per night) UPON REGISTRATION to reserve a single-occupancy room. Once rooms have been assigned, no changes can be made on or before check-in day.

SLIDING FEE SCALE

We are committed to having participants that represent a broad spectrum of our diverse communities, and it is important that money does not create a barrier to anyone attending the Retreat. If you want to attend, we want you there!

The sliding fee scale offers guidelines to determine your registration fee. You are not required to use these guidelines, but they are offered to support consciousness around paying what you can. We are available to help you determine your registration fee. If desired, please reach out to set up a call or Zoom meeting by emailing us at: info@bepresent.org.

As part of our practice of Financial Transparency, we share that the actual Retreat cost per person to attend the conference is \$2100. For registration payments less than this amount, Be Present covers the difference between the registration and the actual cost. We ask that you pay at the highest rate possible for you. This helps make it possible for participants to attend from all levels of income or financial resources.

All fees are non-refundable.

SLIDING FEE SCALE GUIDELINES

ADULT – Individual (per person)



Annual Income	Total Registration Fee
Under \$55,000	\$600-\$750
\$56,000 - \$69,999	\$800 - \$950
\$70,000 - \$89,999	\$1,000 to \$1,500
\$90,000 - \$149,999	\$1,600 to \$2,000
\$150,000 or more	\$2,100+

Sliding Scale Guidelines for Youth (Age 4 – 12) + Full-time Students
\$400

Child (age 3 and under) – Be our guest

Note: *Children and youth must attend with a registered adult.*

ADULT – Organization (per person)

Organization's Annual Operating Budget	Total Registration Fee
Under \$99,000	\$1,500
\$100,000 - \$499,999	\$1,900
\$500,000 - \$1,999,999	\$2,600
\$2 million - \$4,999,999	\$3,400