

Susan M. Glisson
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Ph.D., December, 2000, American Studies, College of William and Mary
Dissertation: “Neither Bedecked nor Bebosomed’: Lucy Randolph Mason, Ella Baker and Women’s Leadership and Organizing Strategies in the Struggle for Freedom”
Through the lives of Ella Baker and Lucy Randolph Mason, examines feminized and racialized leadership and organizing strategies in the labor and civil rights movements, especially in male-dominated organizations, to discern effective models for creating social change.
Dissertation Director: Dr. Leisa D. Meyer.
Comprehensive Exams in General American History, 19th and 20th Century Women’s History and African-American History, and Southern Studies.
M.A., 1994, Southern Studies, University of Mississippi
Thesis: “‘Life in Scorn of the Consequences’: Clarence Jordan and the Roots of Radicalism in the Southern Baptist Convention”
Thesis Director: Dr. Charles Reagan Wilson.
Areas of focus in 19th and 20th Century History, Religion, and Sociology
B.A., 1992, History, *magna cum laude*, Mercer University
B.A., 1989, Religion, *cum laude*, Mercer University

EXPERIENCE

Founder and President

2022-present

The Glisson Group, LLC

Executive Director, *The Welcome Table Collaborative*

- Leading the team facilitating the first reconciliation conversations between the descendant families tied to Arlington House, most known for its connection to Robert E. Lee, in partnership with the National Park Service. Arlington, VA. 2020-present.
- Co-facilitating community conversations for the Emmett Till Interpretive Center in planning for a national memorial to Emmett and Mamie Till. Mississippi Delta. 2020-present.
- Facilitation, mediation, and training for cultural transformation for The Public Theater and Public Works. New York, New York. 2020-present.

Co-founder and Partner,

2016-2022

Sustainable Equity, LLC

- Co-facilitated a nine-month long “Welcome Table” racial healing and equity process for Fondren Presbyterian Church. Jackson, MS. 2021-2022.
- Co-facilitated racial justice and equity conversations for the Board of Directors for the Lumpkin Family Foundation. Mattoon, IL. 2021-2022.

- Leading the team facilitating the first reconciliation conversations between the descendant families tied to Arlington House, most known for its connection to Robert E. Lee, in partnership with the National Park Service. Arlington, VA. 2020-present.
- Co-facilitating community conversations for the Emmett Till Interpretive Center in planning for a national memorial to Emmett and Mamie Till. Mississippi Delta. 2020-present.
- Facilitation, mediation and training for cultural transformation for The Public Theater and Public Works. New York, New York. 2020-present.
- Designed and conducted first pilot reconciliation listening circle for a DOJ-sponsored John Jay College national initiative on community trust and social justice. Designed and delivered cadet training in historical dialogue and accountability. Continue to advise and support Birmingham Equally United. Birmingham, AL. 2016-present.
- Designed and conducted over a dozen healing and equity sessions for Facebook in locations across the country. 2016-present.
- Advise and train staff of the South Carolina Collaborative for Race and Reconciliation in community building and social justice. 2016-present.
- Advise and Facilitate Community Conversations for the Board of Directors of the Emmett Till Memorial Commission, 2018-present.
- Advised and/or conducted trust-building, social justice and community building workshops including: Facebook; City of Boston; Ashland University; Mary Institute and Saint Louis Country Day School (MICDS); Namesake Project in St. Louis; STEM at Showalter in Chester, PA; Ashoka U.S.; Clemson University; Georgia Association of Chiefs of Police; College of William and Mary; 180 Studio and Spring Point Foundation; Mississippi Symphony Orchestra; Leadership Greater Jackson; Natchez/Adams Department of Health; Jewish Community Relations Council; Square One Project; Mississippi Votes; I Defend Rights; University of Mississippi School of Law; Espy for Senate 2018; 2CMississippi; First Baptist Church of Evans, GA and The Path; Peer Health Exchange; Real Life Poets; Voting Rights Project of SPLC; Nextdoor, Colorado School of Mines, Graystone (a subsidiary of Morgan Stanley) and Vungle.

Founding Executive Director

1999-2016

William Winter Institute for Racial Reconciliation and Civic Renewal

Assistant Professor, Southern Studies, University of Mississippi

- Helped secure a sewerage system in Rome, MS. 2001.
- Helped begin initial restoration of an historic Rosenwald School in Drew, MS. 2001.
- Co-founder of the Amos Network in Oxford, MS, which is a faith-based social justice organization devoted to affordable housing and local empowerment. 2001.
- Coordinated Fortieth Anniversary Commemoration of University of Mississippi's Desegregation, attended by 2500 citizens. October, 2002.
- Coordinated the International Conference on Race, which concluded the Open Doors Year at the

University of Mississippi. November, 2003.

- Coordinated with local biracial group in Newton County, MS, to observe fortieth anniversary of Medgar Evers' assassination, attended by 500 citizens. June, 2003.
- Serve as special liaison to the Philadelphia Coalition, which issued a call for justice in the 1964 Neshoba civil rights murders, in a commemorative event on the fortieth anniversary of the murders. Attended by 1500 citizens, including three congressmen and the former and current governors of Mississippi. The event and subsequent work helped lead to the first state conviction in the case in 2005 and I served the local community as a media liaison during the two-week trial.
- Created and coordinate civil rights summits for teachers. First held in Philadelphia, MS, and which honored local civil rights heroes Rev. Clint Collier and Florence Mars. Second held in McComb, MS, in coordination with an honorary graduation for the 1961 class which was expelled from school for civil rights protests. The third held in Oxford, MS, to honor the tenth anniversary of One America: The President's Initiative on Race. Attended by 600 teachers over three years.
- Co-founder of the Steps Coalition, a broad-based, multiracial group on the Mississippi Gulf Coast, created in the wake of Hurricane Katrina to secure affordable housing, equitable economic recovery, and environmental sustainability. June, 2006.
- Co-founder of the Alliance for Truth and Racial Reconciliation, a regional umbrella of organizations across the American South devoted to networking and organizing around sites of racial trauma. March, 2006.
- Spearheaded the passage of SB2718, which mandates teaching civil and human rights history in all Mississippi classrooms. July, 2006.
- Co-founded the Mississippi Coalition for Racial Justice, and created the Welcome Table: A Year of Dialogue on Race, an effort to create dialogue on race throughout the state. It began June, 2007.
- Advised a new biracial coalition in Farmville, VA, commemorating the shut-down of schools in Prince Edward County in the 1950s. 2007.
- Advised the Lt. Governor's office of Louisiana (Mitch Landrieu) in responding to the crisis in Jena, LA. 2007.
- Helped create and serve the Tallahatchie County Emmett Till Memorial Commission, which offered an apology in the miscarriage of justice there in Till case in 1955. October, 2007.
- Coordinated symposia on the Mississippi Freedom Democratic Party in conjunction with the first presidential debate, hosted by the University of Mississippi. September, 2008.
- Helped coordinate an observance of the fiftieth anniversary of the Biloxi, MS, wade-ins, which desegregated the beaches of the Gulf Coast. May, 2009.
- Coordinated a grassroots process to create a truth commission/culture of truth-telling in the state of Mississippi. 2005 to 2016.
- Convened and organized a statewide network of progressive organizations, Mississippi ARC (Actively Reaching Communities). 2010
- Created the Summer Youth Institute, which has now produced over 300 Mississippi youth change agents. 2010-present.
- Consultant in founding of Institute on Race and Ethnicity at University of Arkansas, Little Rock. 2011.
- Consultant in youth community relations curriculum development with YouthLink, Belfast, Northern Ireland. 2011-2016.

- Consultant in youth community relations curriculum development with Centre for the Advancement of Non-racialism and Democracy, Nelson Mandela Metropolitan University. 2012-2016.
- Advised Memphis Symphony Orchestra's Rebirth of the Dream project. 2012-2020.\
- Initial Convener and member of the National Steering Committee that created a national network of Racial Healing and Equity Practitioners, "Within Our Lifetime." 2011-2015.
- Organizer, conference of regional member organizations in Alliance for Truth and Racial Reconciliation. April, 2012.
- Organized Unity Vigil with One Mississippi with 700 participants, after UM Election Night racial disturbance. November 7, 2012.
- Advised First Baptist Church of Oxford, MS, in its rescinding of and public apology for a 1968 segregation policy. 2012-2013.
- Directed the Medgar and Myrlie Evers Institute's Youth Congress, "Dedicated to the Cause of Freedom." June 10, 2013.
- Coordinator and Lead Consultant, Welcome Table New Orleans, a city-wide reconciliation effort of over 150 residents, in partnership with the Mayor Mitch Landrieu and City of New Orleans and the National Urban League. 2010-2014.
- Lead consultant, special conversations on Confederate monuments, with the Mayor's Office of New Orleans. July 28-30, 2015.
- Lead Advisor, creation of The South Carolina Collaborative on Race and Reconciliation at the University of South Carolina. 2015-present.
- Consultant. "Community Trust and Police," a partnership with the John Jay College of Criminal Justice, the National Network for Safe Communities and the Department of Justice. 2015-2018.

Assistant Director, *Southern Regional Council Oral History Project*. 2001-2002
University of Florida, Brian Ward, Director.

Assistant Coordinator and Work Group Member, "Religion and Race," 2000-2003
Project on Lived Theology, University of Virginia, Charles Marsh, Director

Assistant Director, *Center for the Study of Southern Culture*, and Assistant 1998-2002
Professor, Southern Studies, University of Mississippi

Research Associate and Graduate Coordinator, *Southern Studies Program* 1996-1998
University of Mississippi

Instructor, *Keio Program*, College of William and Mary 1996

Teacher, *Mississippi Governor's School* 1995, 1996

Assistant Director, *Keio ESL Program*, College of William and Mary 1994-1995

Research Assistant, *University of Mississippi* 1992-1994

Acting Clinical Administrator, *Center for Health Care*, 1989-92
Mercer School of Medicine

Teacher, *Upward Bound Program*, Mercer University 1989, 1990

Teaching Assistant, *Freshman Seminar Program*, Mercer University 1988-89

PUBLIC EDUCATION THROUGH WRITING/SPEAKING/MEDIA

Panelist. "Learned Helplessness, Victimization, and Restorative Justice." Square One Project and Raphah Institute. March 30, 2021.

Author. "A Tremor in the Middle of the Iceberg." A 3-part series for Left of Center Blog. July, 2020.

Co-author. "The Flag is Just the Start" in the *Clarion-Ledger*. June 23, 2020.

Author. "Telling the Hard Stories That Can Lead to Community Change" in *Storytelling for Social Justice*, 2nd Edition by Lee Ann Bell. Routledge, 2020.

Author. "Mississippi Not a 'Lost Cause'; Build and Fight." Op-Ed in *Jackson Free Press*, November 27, 2019.

Author. "After Emmett Till Mockery, 'Ole Miss' Needs A Culture Where Reconciliation Possible." Op-ed in *Jackson Free Press*, August 2, 2019.

Author. "Critical Connections: Trust-building as a Prerequisite to Systems Change" in *Du Bois Review: Social Science Research on Race*. Cambridge: Cambridge University Press. 16:1. Spring, 2019.

Co-author. "The Rest of Us: The Social Activism of Lucy Randolph Mason," in *Can I Get a Witness? Thirteen Peacemakers, Community-Builders, and Agitators for Faith and Justice.*, ed. Charles Marsh. Eerdmans. February 2019. (*Spirituality & Practice* Best Spiritual Books of 2019 List)

Author. *Finally. . . Purple Reigns in Mississippi*. Left of Center Guest Blog. December 13, 2018.

Author. "VOICES: Awake in Mississippi on a New Day." *Facing South: The Online Magazine for the Institute of Southern Studies*. November 30, 2018.

Inaugural Keynote Speaker. "Only Cheap Talk is Cheap." Equity Summit, South Carolina Collaborative for Race and Reconciliation. University of South Carolina. November 8, 2018.

Co-Facilitator. Civil Rights Conversations and History Training for Cadets. Birmingham Police Academy. November 6, 2018.

Participant and Speaker. Roundtable on the Future of Justice Policy. Square One Project. Durham, NC, October 11-13, 2018.

Speaker. "Lives Worth Living Series." Lenoir-Rhyne University, November 1, 2018.

Author. "Organizing as a Spiritual Practice," in *Lived Theology: New Perspectives on Method, Style and Pedagogy in Theological and Religious Studies*, ed. Peter Slade, Charles Marsh, Sarah Azaransky, Willis Jenkins. Oxford University Press. November, 2016.

Participant. Spring Institutes for Lived Theology (SILT) University of Virginia, 2016 and 2017.

Keynote Speaker. Avery Research Center for African American History and Culture, Charleston, SC, April 14, 2016.

Speaker. "Implicit Bias 2.0." The Summit: World Change through Faith and Justice. Sojourners Conference, Washington, DC. June 18, 2015.

Author. "Review of *Scalawag: A White Southerner's Journey through Segregation to Human Rights Activism*," *LABOR: Studies in Working Class History of the Americas*. September 2015, Vol. 13:1.

Author. "The Sum of Its Parts: The Importance of Deconstructing Truth Commissions," in *Race and Justice: An International Journal*. February 2015.

Panelist. "Freedom '64: Education, Activism, and Civil Rights in America." Academic Symposium at Northern Illinois University. October 21, 2014.

Author. "Female Civil Rights Activists" and "Male Civil Rights Activists," in *The Top Ten of Everything Mississippi*. Nautilus Publishing Company, 2014.

Author. "Everything Old is New Again: Storytelling and Dialogue as Tools for Community Change in Mississippi," *Oral History Forum d'histoire orale Special Issue* "Human Rights and oral history: stories of survival, healing, redemption, and accountability," guest edited by Michael Kilburn. July, 2014.

Co-author. "The Movement's Broadway": Race, Poverty, Education, and Healthcare in the State of Mississippi" in *The War on Poverty: A Retrospective*, Kyle Farmbry, editor. Rowman & Littlefield. July 2014.

Speaker. "Perspectives on Reconciliation: Lessons from South Africa and the USA." Nelson Mandela Metropolitan University. March 3, 2014.

Speaker. "Living Together in the Aftermath of Mass Trauma and Violence: International Research Forum." University of the Free State, Bloemfontein, South Africa. February 24-26, 2014.

Co-author. "'Within Our Lifetime': Take Action to End Racism" in *Poverty and Race*. November/December 2013.

Speaker. "This is not your Mama's Truth Commission: The Importance of Deconstructing Truth Commissions." Historical Justice and Memory: Questions of Rights and Accountability. Columbia University. December 5 - 7, 2013.

Speaker. "Telling the Truth to Change the World." First Baptist Church, Evans, GA. November 17, 2013.

Speaker. "Mississippi Learnings: Bridging the Divide in 'Sippi," National Race Amity Conference. Boston, MA. November, 2013.

Author. "Foreword." *Thinking and Practicing Reconciliation: Teaching and Learning through Literary Responses to Conflict* edited by Leo W. Riegert, Jr., Jack Shuler, and Jill Scott. Cambridge Scholars Press. October 2013.

Co-author. "Race and the University of Mississippi." *The Ole Miss Experience* edited by Leslie Banahan and N. Camp Best. August 2013.

Co-presenter. "The Psychology of Privilege and Oppression," Healing History: Overcoming Racism, Seeking Equity, Building Community. Caux, Switzerland, 3-7 July 2013.

Keynote Speaker, Mississippi Religious Leadership Conference 40th Annual Banquet. February 7, 2013.

Author. "A Simple Recipe." *Reclaiming Children & Youth International* edited by Juanita C. Brown and Jim Longhurst. Volume 22, Issue 1 Spring 2013.

Producer. *Growing Our Own*. 2013.

Oxford Film Festival, Oxford, MS

Mississippi Public Broadcasting

Gulf Coast Film Festival

Madrid International Film Festival

Author. "Time to Reclaim Mississippi." *Jackson Free Press*. November 21, 2012.

Author. "Opening Remarks for U.S. Environmental Justice and the Law Symposium." *Mississippi Law Journal*. Volume 81, Number 4, 2012.

Author. "Lawrence Guyot: Always There to Answer the Call." op-ed in the *Washington Post*. November 28, 2012.

Speaker. "Mississippi Learning." National Race Amity Conference. Boston, MA, June 2012.

Author. "Ella Baker." *The Oxford Encyclopedia of American Social History* edited by Lynn Dumenil. March 2012.

Speaker. "Telling the Truth, Tearing Down Walls: Creating a Truth and Reconciliation Commission in Mississippi." "Beyond Reconciliation: Dealing with the Aftermath of Mass Trauma and Violence," University of Cape Town. December 2009.

Author. "Commentary: Race is still an issue for America." CNN. January 14, 2009.

Author. "Telling the Truth: How Breaking Its Silence Brought Redemption to One Mississippi Town." *Telling Stories to Change the World* edited by Rickie Solinger. Routledge, 2008.

Co-author. "Critical Moments: A Dialogue Toward Survival and Transformation." *Caribbean Review of Gender Studies* edited by Amira Jarmakani and Donna Troka. University of the West Indies, April, 2007.

Author. "Lucy Randolph Mason: Eight Hour Day Activist." *Encyclopedia of U.S. Labor and Working-Class History* edited by Eric Arneson. Routledge, 2006.

Editor. *The Human Tradition in the Civil Rights Movement*. Rowman & Littlefield, 2006.

Co-author. *First Freedoms: A Documentary History of First Amendment Rights*. Oxford University Press, 2006. (2007 Official Selection, National Council of Social Studies and Children's Book Council's Notable Books.)

Executive Producer and Co-Screenwriter. *The Children Shall Lead*. University of Mississippi, 2005.

Screenings/Broadcasts:

Aarhus Festival of Independent Arts, Aarhus, Denmark

Crossroads Film Festival, Jackson, MS

FESPACO Pan African Film/Television Festival, Ouagadougou, Burkina Faso

Ghana's Fiftieth Jubilee Celebration, Accra, Ghana

Mississippi Public Broadcasting

Oxford Film Festival, Oxford, MS

Tupelo Film Festival, Tupelo, MS

Co-editor. *Mississippi Writers' Directory and Literary Guide*. Center for the Study of Southern Culture, September, 1995.

AWARDS/HONORS

Fellow, Widen the Circle	2024
Fellow, Advanced Leadership Initiative, Harvard University	2024
Fellow, Square One Collaborative on Reckoning and Justice, Columbia University	2023
Pamela Krasney Moral Courage Fellow at Mesa Refuge	2022
Fellow, Salzburg Global Fellow	2020
Boundbreaker, National Public Radio	2016
"The Courageous Thirteen," Champions of Justice. Mississippi Center for Justice	2016
<i>Southern Living's</i> Hero of the New South: Civil Rights	2013
Fannie Lou Hamer Institute Humanitarian of the Year	2012
International Award, International Organization of Human Rights Agencies	2012
The National Society of Collegiate Scholars	2004
Phi Kappa Phi	2004
Who's Who Among America's Teachers	2003-2004
Lucius Williams Award, University of Mississippi	2003
Educational Leader of the Year, Phi Beta Sigma, University of Mississippi	2001
Fellow, Salzburg Seminar, Salzburg, Austria	2001
Certificate of Achievement, Institutes for Higher Learning, State of Mississippi	2000
Award of Distinction, University of Mississippi	2000

Notable Faculty, McDonnell-Barksdale Honors College, UM	1999-2000
Graduate Fellowship, College of William and Mary	1994-1998
Graduate Fellowship, University of Mississippi	1992-1994
Who's Who in American Colleges and Universities	1989
Phi Eta Sigma Honor Society, Mercer University	1985
Hardeman Scholar and Penfield Scholar, Mercer University	1985-1989

GRANTS:

Hearst Foundation. Winter Institute Support. May, 2016. \$75,000.

Kellogg Foundation. Within Our Lifetime Network Support. March, 2015. \$200,000.

Kellogg Foundation. Winter Institute Operational Support. October, 2014. \$1,000,000.

Kellogg Foundation. Within Our Lifetime Network Support. February 2014. \$80,000.

Kellogg Foundation. New Orleans Welcome Table. December, 2013. \$1,200,000.00

Robert M. Hearin Foundation. Winter Institute Support. July, 2013. \$1,500,000.00

Kellogg Foundation. Winter Institute Operational Support. January 2012. \$3,100,000.00

Open Society Institute. Advance Mississippi. May 2010. \$202,700.00

Active Voice. Mississippi Truth Project. October 2009. \$2000.00

Northwest Mississippi Community Foundation. Emmett Till Commission. Fall 2009. \$2000.00

Kellogg Foundation. Truth and Youth Organizing. Summer 2009. \$400,000.00

Fetzer Institute. Welcome Table: An Era of Dialogue on Race. Summer, 2009. \$467,000.00

Kellogg Foundation. Welcome Table: An Era of Dialogue on Race. Spring 2009. \$250,000.00

Andrus Family Fund. Mississippi Truth Project. January 2009. \$220,000.00

Robert M. Hearin Foundation. Winter Institute Support. June, 2008. \$1,500,000.00

Lowe's Foundation. Lil' Red Project in Drew. March, 2008. \$50,000.00

Andrus Family Fund. Mississippi Truth Project. \$60,000.00

Kellogg Foundation. Year of Dialogue on Race. December, 2007. \$100,000.

Fetzer Institute. Year of Dialogue on Race. December, 2007. \$100,000.00.

MS Department of Archives and History. Rosenwald Project, Drew. January, 2007. \$155,000.

Robert M. Hearin Foundation. Winter Institute Support. February, 2004. \$1,250,000.

Mississippi Arts Commission. Rosenwald Project, Drew. February, 2004. \$50,000.

Southern Education Foundation. Statewide Story Circle Project. October, 2003. \$20,000.00

Mississippi Humanities Council. Open Doors Oral History Project. October, 2002. \$7,740.00

First Amendment Center. Lanier High School First Amendment School Project. \$36,000.00

Ford Foundation. Grant with Dr. Brian Ward to support a Southern Regional Council Oral History Project. November, 2001. \$25,000.00

Mississippi Department of Archives and History. African American Heritage Preservation Grant. Drew School Restoration, Drew, Mississippi. March, 2001, \$400,000.00

Mississippi Department of Archives and History. African American Heritage Preservation Grant. Civil Rights Memorial, University of Mississippi. March, 2001, \$75,000.00

Mississippi Humanities Council Mini-Grant. Statewide Student Summit on Race, October 1-3, 1999, University of Mississippi. \$2000.00

University of Mississippi Student Development Diversity Grant. Statewide Student Summit on Race, October 1-3, 1999. \$1000.00

University of Mississippi Student Development Diversity Grant. Visit by Jesse Jackson, April 28, 1999. \$1000.00

REFERENCES

Available upon request.