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STATE UNIVERSITY



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2024 Business Portfolio



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Foreword

Healthy workplaces nurture employees and enable them to participate in the company with higher retention rates and increased productivity, which most importantly can lead to higher profits.

Peace in Action, L.L.C. is an educational firm founded by two university professors dedicated to providing organizations with the tools to create a healthy and balanced environment through the assessment of companies' needs as well as training, workshops, classes, and programs to develop effective communication and foster a sense of belonging.

We help our clients create spaces that are inclusive, open, civil, and welcoming, including training in psychological safety and mental health awareness in the workplace and diversity and equity training.

Prosecutor .She has experience working with the NJ cities of Paterson, Union City, Harrison, Passaic, and Newark to mentor children of gang members, gifted students, at-risk youth, and parolees. Since 2002, Professor Scillieri has been appointed to and the Wayne Alliance for the Prevention of Substance Abuse (NJ). She created professional training workshops and collaborated with law enforcement, EMT, and Straight and Narrow Rehab.

Professor Scillieri is a volunteer for Be the Change New Jersey, a “non-profit dedicated to community service and activism projects that help promote peace and non-violence in urban neighborhoods.” Her activities include homelessness relief, creating peace gardens and playgrounds while addressing non-school hours and food scarcity.

Professor Scillieri served on the board of the NJ Coalition to End Domestic Violence and as an ally headed the LGBT Task Force. She provided training on domestic violence, sexual assault and human trafficking awareness and prevention. Since 2008, she has been on DVRT and SART and responded with law enforcement to advocate for victims.

When the Super Bowl came to New Jersey in 2014, Professor Scillieri attended workshops with Governor Christie's office, the Dept. of Homeland Sec., the FBI, and Women's Centersto create legislation to protect/rescue victims/raise awareness,/prevent corruption. The resulting legislation, the HT Prevention, Protection, and Treatment Act. 5/6/2013.

cedures.

Dr. Budd's experience in the delivery of education includes Campus Director and Director of Education at two proprietary sector institutions which offered degrees and certificates in Licensed Practical Nursing and Medical Assistant. Dr. Budd led both schools through accreditation attainment, renewal, and managed state and federal compliance standards.

Dr. Budd has written and presented scholarship at the William Paterson University Women & Gender Studies Colloquium Lecture Series; the Mid-Atlantic Women's Studies Association annual conference; the Lehigh University Feminism in Practice conference, the Seton Hall University Celebration of Women conference, and the Women's Business Leaders Forum of the New Jersey Business and Industry Association.

Donnalynn Scillieri, M.A.

This past April at Ramapo College of NJ. Professor Scillieri presented a lecture about her own experience as a domestic violence survivor. Dr. Jebb, president of the college presented Professor Scillieri with the Ramapo College's Official Presidential Coin. Previously, she was awarded for researching and addressing issues of racism and gender discrimination by Morris Dees of the Southern Poverty Law Center along with Toni Morrison. In 2004, she presented a Paterson, NJ Gang And Violence Awareness Safety Program together a former

When employees feel a sense of belonging and inclusion in a healthy work environment, they develop empathetic relationships with both colleagues and clients which contributes to productivity. Employees are physically and mentally healthier, which in turn lowers absenteeism, drops healthcare costs, and reduces turnover, all of which stabilizes the organization and enable it to grow and thrive.

The curriculum and materials were carefully crafted by the firm's two founding university professors who create a safe space to talk about psychological safety, mental health, racism, sexism, LGBT issues, and microaggressions. Peace in Action takes pride in maintaining an environment in which attendees can ask questions and share their thoughts or experiences. Through this education, participants can clarify issues, and engage in a changing landscape of interactions in healthy ways.

Peace in Action is a certified Small Business Enterprise (SBE), a Women Owned Business (WBE), federally registered, and both managing partners are certified in Adult Mental Health First Aid USA by The National Council for Mental Health. With the tools supplied from the classes and workshops, employees can become engaged and productive, with a lower rate of turnover.

Goals

Peace in Action's goal is to help to improve your workplace through understanding and communication. The goal is to help you embrace emerging trends and develop strategies to have a mentally healthier work environment, lower absenteeism, attract and retain talent with lower healthcare costs. The carefully crafted curriculum helps you to stabilize your organization and enables you to expand into new markets and increase productivity. Simultaneously, employees become more empathetic and allies.

Mission

Peace in Action, L.L.C. is an educational firm providing audits, workshops, classes and programs to help employers create a sense of belonging and healthy workplaces that are more open, civil, welcoming, and inclusive while building soft skills. The curriculum was designed by two university professors to not only discuss diversity, equity and inclusion but also psychological safety and mental health awareness in the workplace.



Atola Gerri Budd, Ph.D.

Before co-founding Peace in Action, Dr. Budd's experience and scholarship included race and gender as they pertain to management and organization. Dr. Budd served as the first Diversity Officer at Seton Hall University and worked with the New Jersey Commission on Higher Education to ensure institutional compliance with state, federal and national accreditation standards. In addition, she created and implemented institutional partnerships for credit articulation.

Dr. Budd has over 20 years' experience in institutional assessment and the creation and development of organizational materials. At Seton Hall University, she developed the curriculum guidebook used by all faculty mentors, educational materials for the College Study Skills course, managed institutional research, and standardized departmental pro-

Topics

- The Importance of Psychological Safety
- Workplace Wellness and Mental Health
- Sensitivity Training in the Workplace
- Ableism and the American Disabilities Act.
- Ageism & the Importance of the Generation Mix
- Becoming an Ally
- Bullying and Harassment
- Unconscious Bias: Intentional or Unintentional
- Classism: What Does Privilege Mean?
- Cultural Intelligence
- Ethnicity and Multiculturalism
- Gender and Sexuality
- Gender Based Violence: Domestic Violence, Sexual Assault, Human Trafficking
- Immigration: Historical Trends and What Does It Mean
- Imposter Syndrome: Redirecting Your Negative Thoughts into Success
- Intersectionality: How Race, Class, Gender Overlaps Disadvantages and Discriminations
- Understanding the LGBTQ Community
- Microaggressions: Did I Really Hear That?
- Race: How Did We Get Here?
- Sexism: #Me Too and What it Meant
- Substance Use Disorders: The Addict and Resources and Empathy for the Families
- Xenophobia



Vision

As university professors our objective is to explain the roots of problems, not to blame nor criticize people. Some of us are raised with preconceived ideas and Peace in Action gently explains to participants how we got here, and to understand others in order to become more respectful and empathetic. Hard conversations are facilitated alongside the providing of tools necessary to address racism, sexism, heterosexuality, microaggressions, LGBT, gender-based violence, psychological safety and mental health wellness. Our programs and material are researched, scholarly and evidence-based.

Highlights

Audits, Assessments, Recommendations

Town of Grafton, Massachusetts

Rutger's University Mental Health at Work Comm.

Workshops

New Jersey Community Developmental Corp

Turner Construction

New Jersey Small Business Development Center of
Northwest Jersey

William Paterson University of NJ's Youth Program

Panels and Presentations

Ramapo College of NJ's Annual Sexual Assault
Conference

Union College of Union County, NJ Women's Histo-
ry Month Conference

NJBIA's DEI Conference

NJBIA's Women's Conference



On this past weekend's "Minding Your Business" on News 12+ (winner of 2 Telly Awards), [Peace in Action Professors](#) Founders Gerri Budd and Donalynn Scillieri talked with host Bob Considine about their unique 2021 startup and how it's helping businesses and municipalities establish more inclusive and mentally healthier environments through empathy and understanding.

"With our background in education, one of the strengths we bring to the trainings and the professional development, we are used to rooms full of people who don't want to be there," Budd said with a laugh. "We are used to making things a little bit more accessible, a little bit more fun than they would be in a mandatory corporate training session." "The first thing we do is explain that nobody is intentionally incorrect of saying the wrong thing," Scillieri said. "We just talk about the history of how did we get here and how do we do better?"