

**From:** Josiah Holland <[REDACTED]>  
**Sent:** 9/3/2020 12:31:53 PM  
**To:** Lamont Lester <[REDACTED]>  
**Subject:** FW: Listening Circle

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**From:** Josiah Holland <[REDACTED]>  
**Sent:** Saturday, August 29, 2020 2:21 PM  
**To:** Lamont Lester <[REDACTED]>  
**Subject:** Re: Listening Circle

Hey and good afternoon!

Thanks for the email and for your presence yesterday. I'm trying to walk into this work with humility and deep respect. I want to be a part of reconciliation among white and black people, I want to be an ally, and I want to be anti-racist. I'd LOVE to listening circles in multiple contexts around Franklin including churches, etc. if there's opportunity and need. I'd love to partner with you in any way possible. Please invite me to a Harmony session or sessions! Yes, let's get lunch and talk about it. What does your week look like? I could do most any day!

I wish we did have more black representation in our schools and our school specifically. Every time I hire for a new position I pray that God sends me men and women of color but I only get white applicants. I've tried to find ways to recruit to have a more diverse staff but I've been unsuccessful. I'm open to ideas for sure!

Okay let's get together this week. I appreciate you so much.

Josiah Holland  
Director  
Alternative Learning Center  
Williamson County Schools

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**From:** Lamont Lester <[REDACTED]>  
**Sent:** Saturday, August 29, 2020 9:46:26 AM  
**To:** Josiah Holland <[REDACTED]>  
**Subject:** Listening Circle

**WARNING: EXTERNAL EMAIL** - Do not click on links or attachments unless you trust the sender and know the content is safe.

Good morning. I know it's the weekend but I couldn't let a day go by without me telling you how much I enjoyed the Listening Circles! I love this type of work and actually work with various churches and organizations that could benefit from that exercise. Please keep me in the loop on future Circles as well.

I also wanted to ask if you would be interested in doing it in churches or other venue? I'd like to invite you out to one of our Harmony sessions as well. I work with about 8-10 couples in the city of Franklin in the area of racial reconciliation. Maybe we can have lunch soon and talk about how our work could benefit each others. I was also wondering how you could get more a black representation in the school system as you move forward sharing this information?

You did a wonderful job and I appreciate you my brother. Can't wait to hear back from you!

Sincerely

Sent from [Mail](#) for Windows 10

**From:** Lamont Lester <[REDACTED]>  
**Sent:** 9/3/2020 3:19:08 PM  
**To:** Josiah Holland <[REDACTED]>  
**Subject:** RE: Listening Circle

**WARNING: EXTERNAL EMAIL - Do not click on links or attachments unless you trust the sender and know the content is safe.**

Thank you sir. I completely missed this, but I'm so glad to hear that you are an ally, an anti-racist and want to be a part of the solution. I have been doing this kind of work for years, but of course it hasn't been popular until now. Lol. When can we get together? I'd love to hear more about the work you are doing and share some of things we have done. I know of a couple of arenas (church and YMCA) that I believe that your model would fit and be good for. You did a fantastic job by the way! I'd also like to invite you our next Harmony meeting on Saturday September 19<sup>th</sup> @ 8:30am if you're available.

Thank you for being an ally during these difficult times. We need more like you and hope you're having a great week.

Sincerely

Lamont Lester  
Program Director  
**WILLIAMSON COUNTY Y-CAP  
YMCA OF MIDDLE TENNESSEE**  
[REDACTED]  
**P [REDACTED] F [REDACTED]**  
**E [REDACTED] W ymcamidn.org**

**Our Mission: A worldwide charitable fellowship united by a common loyalty to Jesus Christ for the purpose of helping people grow in spirit, mind and body.**

**From:** Josiah Holland <[REDACTED]>  
**Sent:** Thursday, September 3, 2020 12:32 PM  
**To:** Lamont Lester <[REDACTED]>  
**Subject:** FW: Listening Circle

**PLEASE BE CAUTIOUS:** This message is from a sender outside of YMCA of Middle Tennessee  
Do not click any links or open any attachments unless you trust the sender and know the content is safe.

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