



**DIVISION FOR EARLY CHILDHOOD'S  
39TH ANNUAL INTERNATIONAL CONFERENCE  
ON YOUNG CHILDREN WITH DISABILITIES AND THEIR FAMILIES**

November 28th - December 1st, 2023 - Hilton, Minneapolis  
Minneapolis, Minnesota - [www.deconference.org](http://www.deconference.org)



**STERLING E. FREEMAN** is a leadership coach, organizational and cultural change agent, facilitator, counselor and public speaker. All of his work is grounded in an equity lens and motivated by a desire to create spaces where Black and Brown people have full freedom to thrive. Sterling's more than 25 years of experience have equipped him with the knowledge and skills in idea development, project management, personal development and goal clarification, and formal and extemporaneous speaking. Having been in Christian ministry since 1996, Sterling also brings a pastoral orientation to this work, and is inclined toward deep listening, holding empathy and meeting people where they are. Sterling has worked with leaders whose diversity span all lines of identity and across multiple sectors in the non-profit world. Speaking and lecture opportunities take him across the country and abroad. Along with Kathleen Crabbs, Sterling is a Co-Founder and Principal with CounterPart Consulting, LLC and Associate with OpenSource Leadership Strategies. Through both entities, he and his colleagues work with client-partners to help them apply an explicit racial equity lens to their work. He is a consultant with Auburn Seminary (New York, NY) where he works with leaders of moral courage on multiple justice - centered projects. Sterling is the lead founder of BREATHE: A Whole Black Experience, which makes space for black people to freely discuss their racialized experiences, grapple with the impact of those experiences and affirm themselves and one another. He is also the founder of The Wisdom & The Work podcast, which focuses on the topic of racial justice. Sterling holds a Master of Divinity from the Southeastern Baptist Theological Seminary, a BA in Economics from Davidson College, certificates in business strategy and economics from the London School of Economics, and the Doctor of Ministry Degree in Global Leadership from the Samuel DeWitt Proctor School of Theology, Virginia Union University. Sterling serves on the board of the African American Heritage House at Chautauqua Institution in New York, the vision of which is to contribute to a more vibrant Chautauqua community and enrich the Chautauqua (CHQ) community through the inclusion of African American history, culture, and the contributions of African Americans intellectuals. He also serves on the board of Neighborhood Seminary whose mission is to seamlessly integrate theological and spiritual education for head, heart, and hands, so that lay people can fully participate in God's mission in the world. He is also a proud member of Kappa Alpha Psi Fraternity, Inc. Sterling lives in Durham with his wife, Michelle, and their daughter Joia.

**#DEC2023 KEYNOTE SPEAKER**