



Inclusion Allies Coalition



A Time for Systemic Change: The Third Reconstruction

Inclusion Allies Coalition

June 24, 2020

Welcome and Coalition Update

- *Margaret Regan*

A Time for Systemic Change:

The Third Reconstruction

Judith Katz, Executive Vice President of the Kaleel Jamison Consulting Group, Inc.

Fred Miller, CEO of The Kaleel Jamison Consulting Group, Inc.

Breakout Rooms

All Participants

Reflections, Takeaways and What's Next



AGENDA

Coalition Update



Margaret Regan
IAC Co- Founder
President & CEO,
The FutureWork Institute
Chair, International
Multicultural Institute



Impact on Native American Communities
Religion/Spirituality: Support During Pandemic

Coalition Update Webinars

June 30

Survival Strategies IV: How The World Is Now Confronting Corona, Racism And Social Injustice And How We Can Cope Individually

September 10

How the Global Pandemic is Both Killing and Helping People with Disabilities

Summer of Innovation

VIRTUAL EXPERIENCES IN DEI LEARNING

Time to Reopen! Virtual DEI Interactive Theatre

A dive into DEI in the new normal: change reactions, risk tolerance levels and finding your inner resources.



Facilitated by DeValk Associates



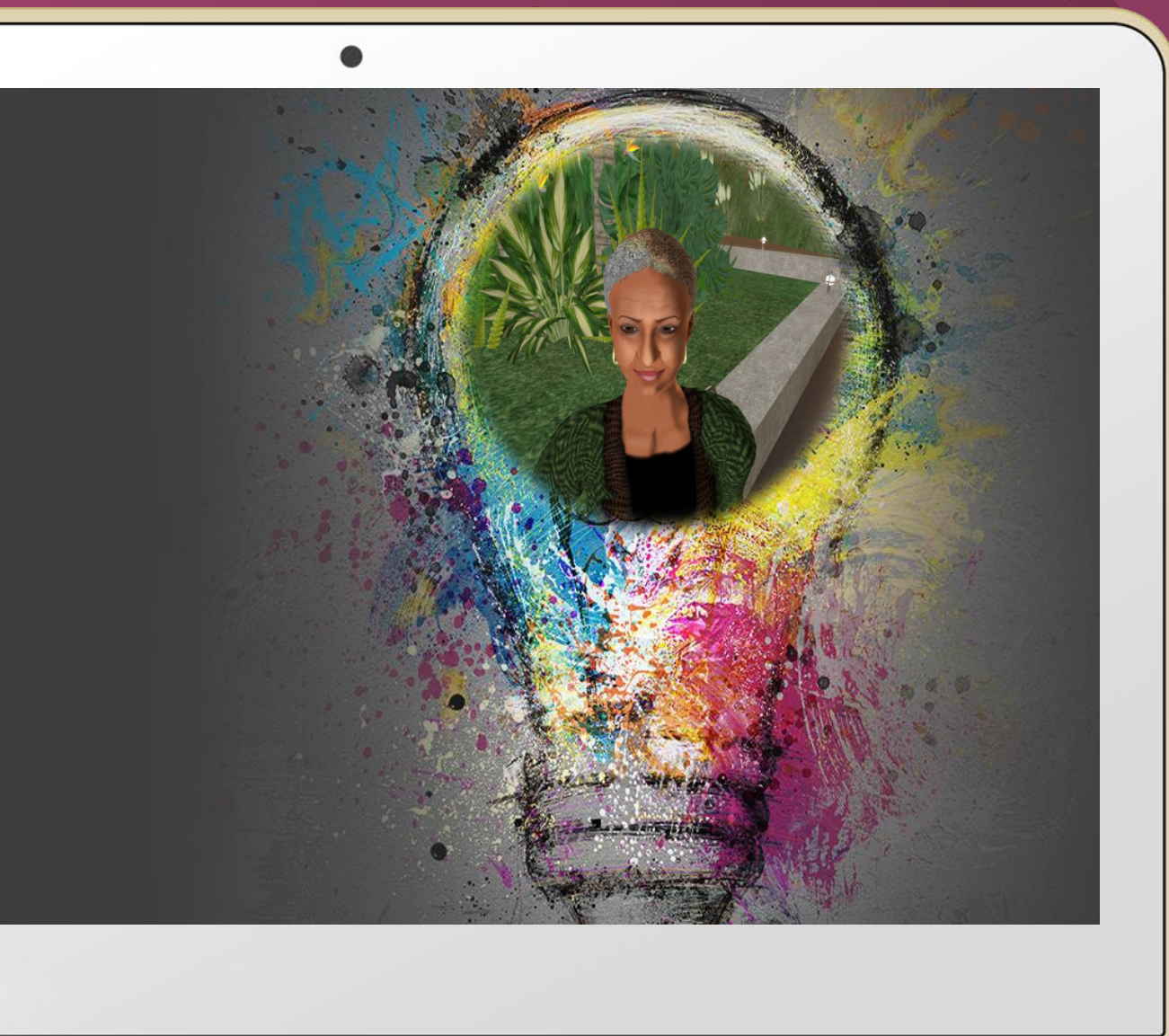
Summer of Innovation

VIRTUAL EXPERIENCES IN DEI LEARNING

Virtual Creativity and Play: Deeper DEI Conversations

Everyone is experiencing Zoom fatigue. The more flexible, creative and playful we can be, the higher the likelihood that we are able to hold our audience's attention in a meaningful way.

Facilitated by FARSIGHT



Summer of Innovation

VIRTUAL EXPERIENCES IN DEI LEARNING

Come Fly With Us: Facilitating DEI Sessions in Immersive Virtual Reality

Design your avatar and learn how to facilitate 9 DEI simulations, World Cafés and Work/Life Activities, then go hang gliding, bike riding or boat riding with some colleagues, or compete in the DEI Quiz Pavilion—all without social distancing!

Facilitated by FWI and CNDG

- **Executive Vice President of the Kaleel Jamison Consulting Group, Inc.**
- **Serves on the Board of Trustees of Fielding Graduate University**
- **Author of the landmark book, *White Awareness: Handbook for Anti-Racism Training***
- **Recipient of ODN's Lifetime Achievement Award, among others**



Judith Katz

- **CEO of The Kaleel Jamison Consulting Group, Inc.**
- **Serves on the boards of Day & Zimmermann, Rensselaer Polytechnic Institute's Center for Automated Technology Systems, and Hudson Real Estate Partners**
- **Recently awarded the Winds of Change Award by the Forum on Workplace Inclusion and an Honorary Doctorate in Humane Letters from The Sage Colleges**
- **Recipient of ODN's Lifetime Achievement Award, among others**



Fred Miller

Inclusion Allies Coalition

Wednesday, 24 June 2020



A TIME FOR SYSTEMIC CHANGE

THE THIRD RECONSTRUCTION

...making organizations live their promise



THE KALEEL JAMISON
CONSULTING GROUP

JUDITH H. KATZ
FREDERICK A. MILLER

Who We Are: KJCG

A MANAGEMENT CONSULTING FIRM THAT USES ORGANIZATIONAL DEVELOPMENT (OD) TECHNOLOGY TO BRING ABOUT LARGE/TOTAL SYSTEMS CHANGE TO CREATE INCLUSIVE CULTURES THAT ACCELERATE RESULTS.

1970

1979

1985

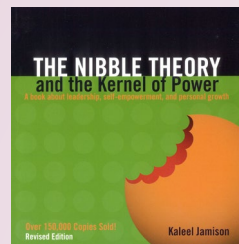
2020

FOUNDED BY
KALEEL JAMISON
1932-1985



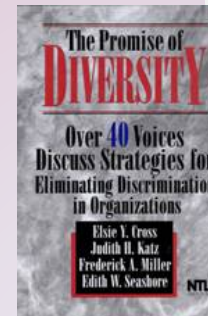
1978

FRED MILLER
JOINED



1984

JUDITH KATZ
JOINED



1994



2002



2008



2013



2018

OLDEST OD & DIVERSITY & INCLUSION FIRM

PURPOSE

1. An opportunity to discuss our roles as change agents in this moment in time...#BLACKLIVESMATTER.
2. Discuss how you can be a part of the 3rd reconstruction.
3. Share frameworks to accelerate systemic change.



Harlem

What happens to a dream deferred?

Does it dry up
like a raisin in the sun?

Or fester like a sore—
And then run?

Does it stink like rotten
meat?

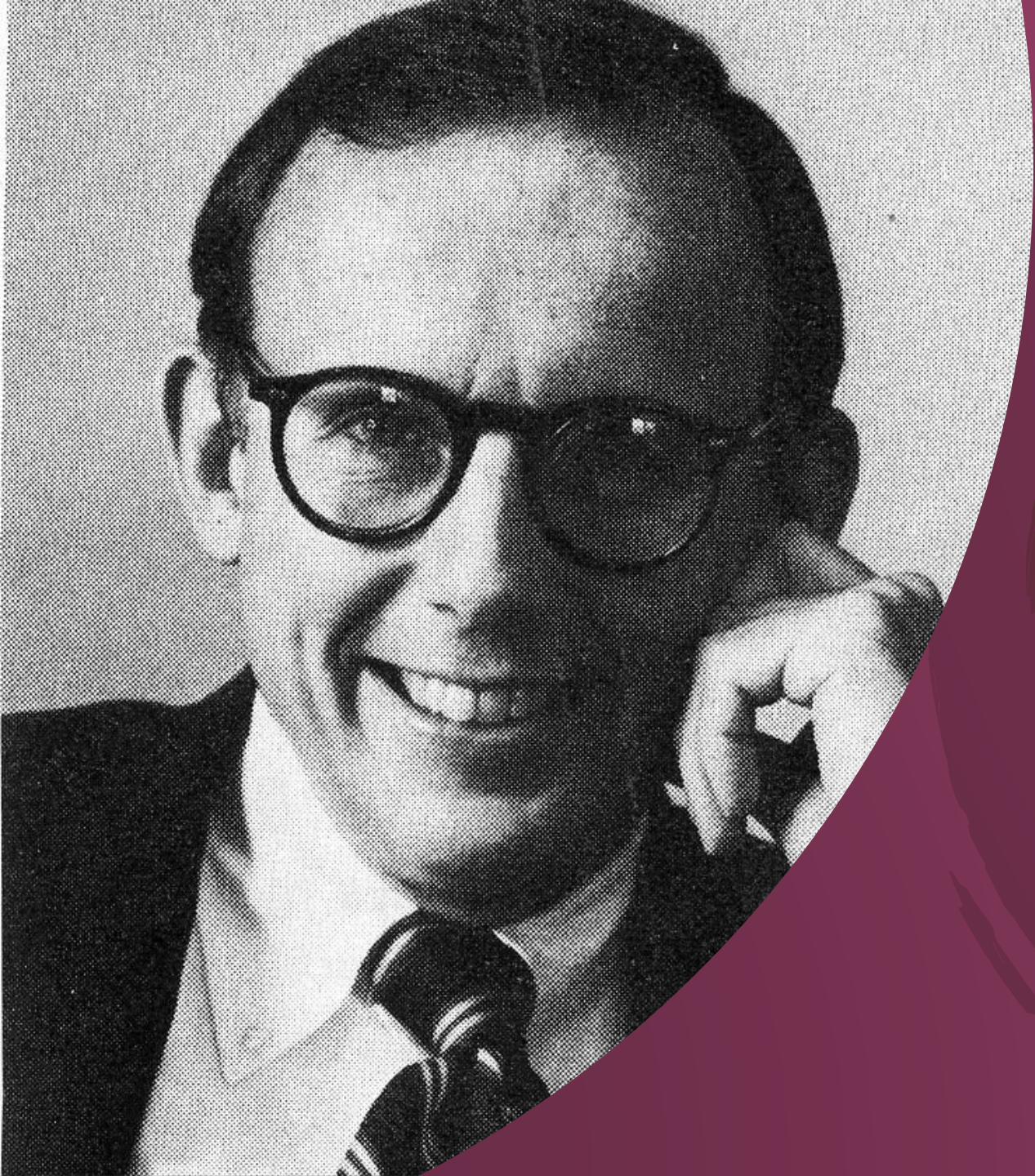
Or crust and sugar over—
like a syrupy sweet?

Maybe it just sags
like a heavy load.

Or does it explode?

Langston Hughes

(1902-1967)



American Politics: The Promise of Disharmony

“Critics say America is a lie because its reality falls so short of its ideals. They are wrong. America is not a lie. It is a disappointment. But it can be a disappointment because it is also a HOPE!”

Samuel P. Huntington
(1927-2008)

Oppression &
Opportunity
sit side by side

-Judith Katz

The Choice



The 3rd Reconstruction

2ND RECONSTRUCTION

(1964-1968)

- Protests and riots following Martin Luther King's assassination
- Civil Rights Act
- Voting Rights Act

1ST RECONSTRUCTION

(1867-1868)

- Followed Civil War and Emancipation
- 13th 14th 15th Amendments
- Civil Rights Acts

3RD RECONSTRUCTION

(NOW!!!)

- #BlackLivesMatter
- Focus on systemic racism
- Is it enough energy for Systemic Change?

RECONSTRUCTION OF OUR SYSTEMS ● RECONSTRUCTION OF OURSELVES

THE NEW NORMAL

WORLDWIDE PROTESTS

ESSENTIAL VS. NON-ESSENTIAL

RECESSION

EVERYONE COUNTS

PARADIGM SHIFT

CURBSIDE PICKUP

#BLACKLIVESMATTER

PANDEMIC

REDEFINING SCHOOL

THE 3RD RECONSTRUCTION

REDEFINING WORKPLACE

SYSTEMIC RACISM

CONNECT-SHARE INFO

ILLNESS, LOSS, DEATH

COMMUNICATE
COMMUNICATE
COMMUNICATE

TELEMEDICINE

VIRTUAL

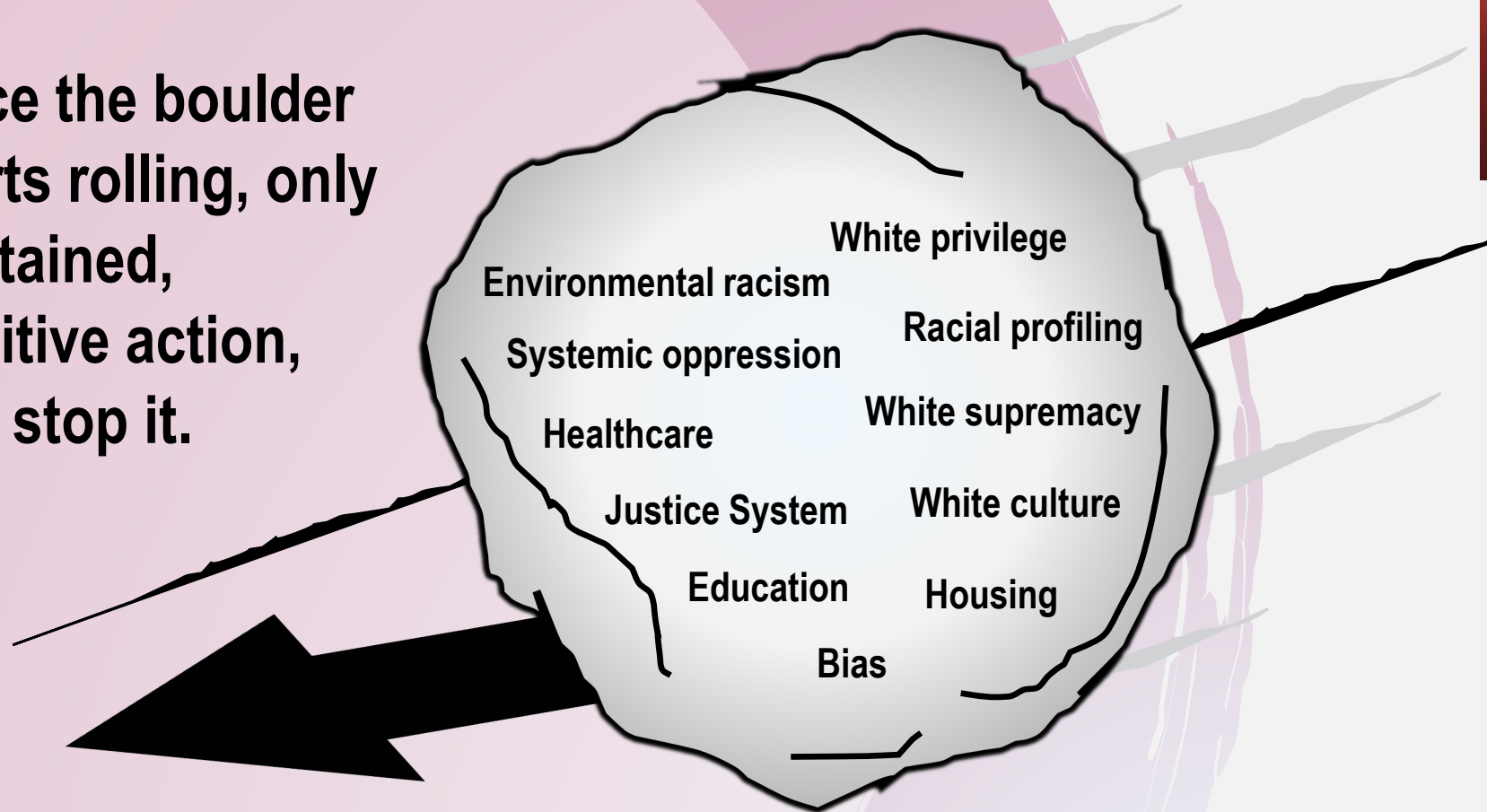
MASKS

ADDRESSING THE -ISMS

The Magnitude of Change

*LIVING IN
PERMANENT WHITE
WATER*

Once the boulder starts rolling, only sustained, positive action, can stop it.



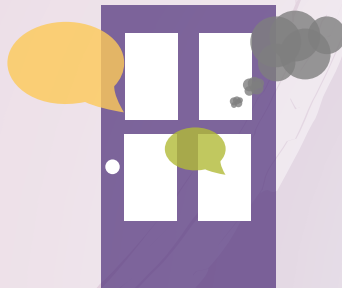
UNFREEZE

CHANGE

REFREEZE

Breakout Discussion (15 minutes)

1. **INTRODUCE YOURSELF: NAME AND ORGANIZATION**
2. **WHAT IS 1 THING YOU ARE THINKING ABOUT AND/OR CHALLENGED BY THESE DAYS AS YOU THINK ABOUT SYSTEMIC CHANGE?**
(SHARE IN CHAT)



**Comments and
Share in Chat**



Chat Box

Performative Activism: Window Dressing or Reality



Rachel Kubik for The Journal Times

MONEY

'Boycott for Black Lives': People plan to stop spending in companies that don't support BLM

Coral Murphy, USA TODAY

Published 5:10 a.m. ET Jun. 18, 2020 | Updated 1:18 p.m. ET Jun. 18, 2020

**WE MUST
DISMANTLE
WHITE
SUPREMACY**

Silence Is NOT An Option



The inequitable and brutal treatment of Black people in our country must stop.

Together we stand in solidarity with the Black community – our employees, customers, and partners – in the fight against systemic racism and injustice.



Photo by Paulo Murillo for WEHO TIMES

**SPEAKING OUT
IS WORTH IT.**



What level of change are you making inside and outside the organization?

| Do nothing | Make a Statement | Make Some Changes | Make Significant Change |
|--|---|--|---|
| <ul style="list-style-type: none"> • Too risky • Hope will go away | <ul style="list-style-type: none"> • Performative activism (window dressing) • Focus on supporting #BLM | <ul style="list-style-type: none"> • E-Training or something short (a few hours) • ERGs or DEI Council • bearing the brunt of work • Holding Critical conversations as if that is the end point • Talking about White privilege, bias and other terms but not addressing it | <ul style="list-style-type: none"> • Honest Diagnosis of current state • A Strategic Culture Change Intervention • New competencies • New accountabilities and measures • Significant investment of time / money / people / resources • Be prepared to let some people leave the organization |

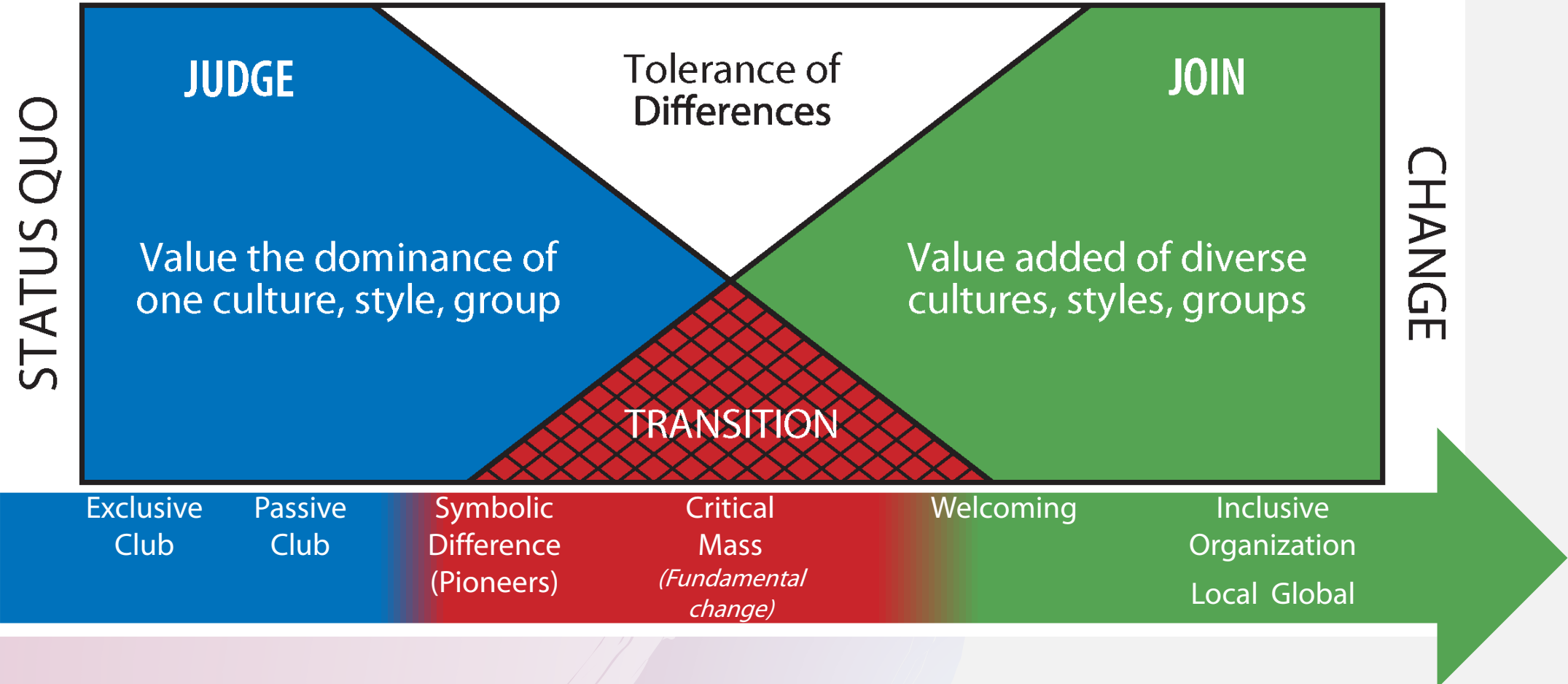
What is systemic change?

Fundamental change which affects all levels of system: individual, pair, group and organization ... the whole system. When the objective is systemic change, look at the whole system including all its components and the relationships between them.

- Distributed change: ERG's; Core Inclusion and Change Partners—Light many fires!
- Focus on bias, critical conversations about race and racism, privilege, racism as a system, being an ally/accomplice, Upstander education, conscious actions for inclusion and the leaders.
- Ensure you honestly diagnose current state and create targeted strategic interventions.
 - Create a **FROM→TO** Culture vision from which to measure progress and change.
- Focus on Culture AND policies and practices.
- Identify new competencies for team leaders and members.
- Hold people accountable for demonstrating new mindsets and behaviors.
- Recognize this is a significant investment of time/money/people/resources.

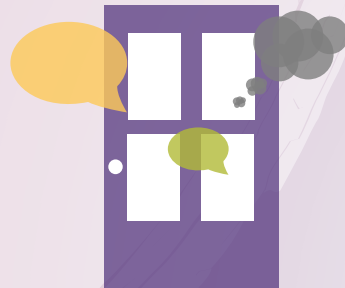
The Path to Inclusion

Inclusion as the *HOW*®



Breakout Discussion (10 minutes)

- 1. ACTIONS I AM TAKING AND/OR FACILITATING AND/OR NEED TO TAKE TO CREATE SYSTEMIC CHANGE IN MY ORGANIZATION OR CLIENT SYSTEM...**
(SHARE IN THE CHAT)



**Comments and
Share in Chat**



Chat Box

MOST IMPORTANT:

***STAY ALIVE AS
A CHANGE
AGENT —***

HERB SHEPARD

TAKE SCREEN BREAKS

(FROM TV, NEWS, COMPUTER, PHONE)

SLOW DOWN

WALK

TAKE CARE OF YOURSELF

CONNECT WITH PEOPLE

EXERCISE

WHO GIVE YOU ENERGY

PLAY WITH YOUR PET

Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next.

We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers, and smoky skies behind us.

Or we can walk through lightly, with little luggage, ready to imagine another world. And ready to fight for it.

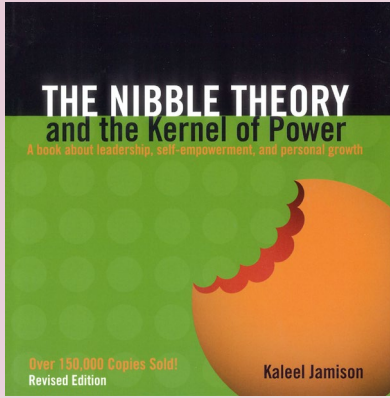
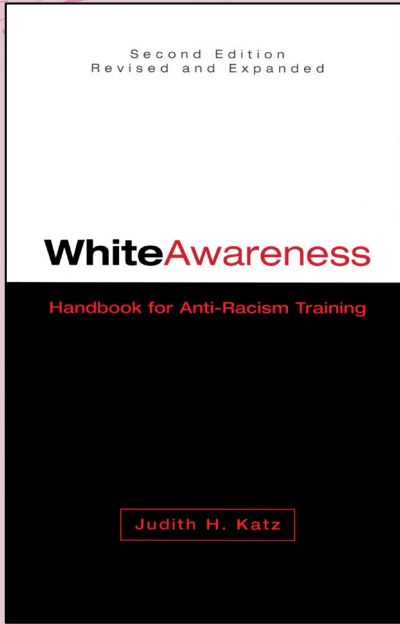
The Pandemic is a Portal
-Arundhati Roy

Reading List

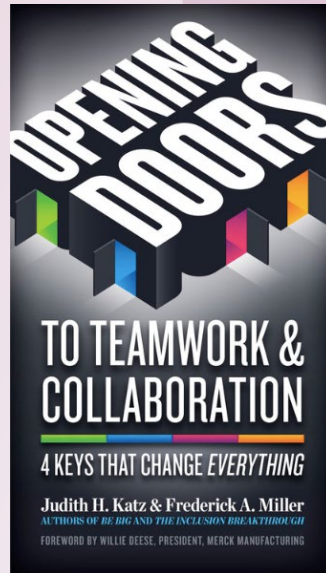
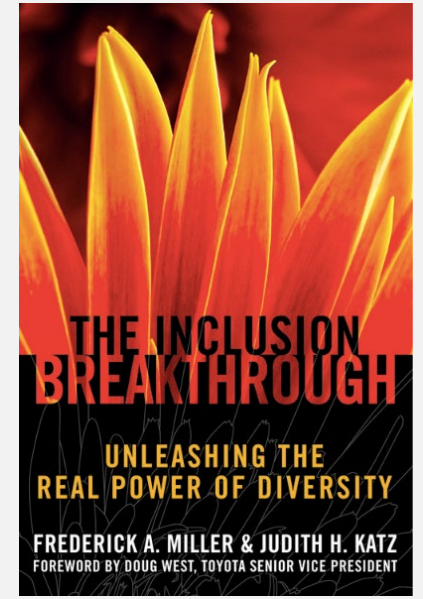
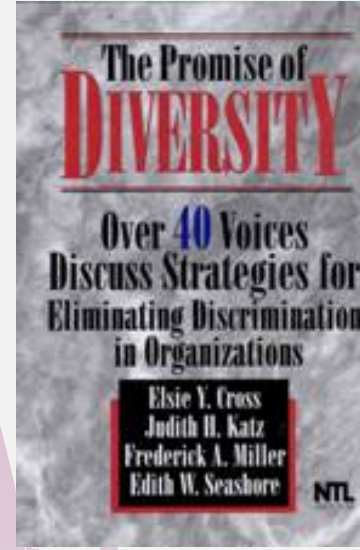
1. *The 1619 Project* **The New York Times Magazine**
2. *Between the World and Me* **Ta-Nehisi Coates**
3. *How To Be An Antiracist* **Ibram X. Kendi**
4. *Waking Up White and Finding Myself in the Story of Race*
Debby Irving

Sites and Resources

- [75 Things White People Can Do for Racial Justice](#)
- [Racial Equity Tools](#)
- [Talking About Race: Whiteness](#)
- [White Anti-Racism: Living the Legacy](#)
- **Charis Books & More** [*Understanding and Dismantling Racism: A Booklist for White Readers*](#)
- **PBS** [*What to read, listen to and watch to learn about institutional racism*](#)
- [*“White Privilege: Unpacking the Invisible Knapsack”*](#) **Peggy McIntosh**
- **13th Directed by Ava DuVernay**



THANK YOU
THANK YOU
THANK YOU



 @KJCGINC
 WWW.KJCG.COM

 THE KALEEL JAMISON CONSULTING GROUP, INC.



REFLECTIONS AND INSIGHTS



**One takeaway/insight
from this session.**

Chat Box

WEBINARS

June 30

Survival Strategies IV: How The World Is Now Confronting Corona, Racism And Social Injustice And How We Can Cope Individually

September 10

How the Global Pandemic is Both Killing and Helping People with Disabilities

ADVENTURES IN VIRTUAL LEARNING

July 1 and 8

Virtual Creativity and Play:
Deeper DEI Conversations

July 6 and 14

Time to Reopen!
Virtual DEI Interactive Theatre

July 15 and 22

Come Fly with Us:
Facilitating DEI Sessions in Immersive Virtual Reality



What's Next