



Envision 2020:

A Virtual Conference on Diversity, Equity, and Inclusion

Who will benefit from participating in RE-Envision 2020?

All employees, including executive leaders, managers, directors, supervisors, faculty, teachers, and staff.

They can build more skills needed to create truly equitable and inclusive organizations that accelerate employee engagement, retention, productivity, and innovative service to students and customers.

Specifically, offices related to Equity and Inclusion work, Human Resources, and Student Affairs as well as teams involved in professional development, assessment, and strategic planning will be able to apply the lessons and skills in these resources.

What's included in this virtual conference?

Participants have access to an extensive library of ready-to-use videos, comprehensive packets of worksheets and other training materials provided all in one place to use now or indefinitely in the future.

Tracks can be purchased individually or as a full set.

Track

1

Interrupting Interpersonal Aggressions/Microaggressions: Critical Skills for Creating High Performing, Inclusive Teams

Track

2

Interrupting Racism: Deepening the Capacity of White People to Partner and Create Racially Just Organizations

Track

3

Creating Inclusive Organizations: Fostering Meaningful, Sustainable Organizational Change



Envision 2020:

Track 1

Interrupting Interpersonal Aggressions/Microaggressions: Critical Skills for Creating High Performing, Inclusive Teams

In this track, participants will deepen their capacity to:

- Recognize common types of interpersonal aggressions/microaggressions that can occur in the workplace across the full breath of identity groups.
- Recognize the negative impact of microaggressions on individuals, teamwork, innovation, retention, and productivity.
- Examine implicit biases and assumptions that fuel microaggressions.
- Effectively intervene and interrupt the interpersonal aggressions experienced by members of marginalized groups.
- Respond effectively when our comments cause a negative impact on others.



Envision 2020:

Track 1

Resources:

1. **Recognizing Microaggressions Webinar**

In this 75-minute webinar, participants will have opportunities to:

- Develop skills to recognize microaggressions and the negative impact on individuals and organizational goals.
- Learn proven tools to interrupt and shift negative dynamics in the moment.

2. **Virtual Institute: Recognizing and Responding to Microaggressions**

This 3-hour workshop can be used for virtual or in-person training sessions. Kathy Obear facilitates participants through small group discussions and reflective activities to learn and practice skills to:

- Recognize microaggressions and the negative impact on individuals and organizational goals.
- Use proven tools to interrupt and shift negative dynamics in the moment.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators to deepen their capacity to lead similar workshops.

3. **Q&A about Microaggressions with Dr. Tanya Williams, Authentic Seeds Coaching & Consulting**

In this (approximately) 60-minute Zoom conversation with Kathy Obear, Dr. Tanya Williams offers her perspective on the challenges, dilemmas, and considerations people of color navigate when they are trying to decide when, how, and if they should interrupt racial microaggressions in the workplace.



Envision 2020:

Track 1

Resources:

4. Navigating Difficult Situations, Part 1 & 2

In this 2-part webinar series, participants will develop the capacity to:

- Identify strategies to de-escalate difficult situations in the early stages.
- Engage effectively when others feel triggered.
- De-escalate their triggered reactions so they intentionally choose ways to respond, not automatically react out of their triggered emotions.

5. Creating Inclusive High Performing Teams

This 65-minute webinar focuses on the “4 sets of leadership skills and competencies essential for developing and maintaining high performing teams.” Participants will learn:

- How to form an inclusive, productive team from the start or refresh your team’s effectiveness at team meetings or a retreat.
- What you can do when the unproductive behaviors of some team members undermine group effectiveness.
- How to create and revise policies, practices, programs, and services with an Inclusion Lens.
- What you can do when team members begin to burn out.



Envision 2020:

Track 1

Resources:

6. In It For The Long Haul: Overcoming Burnout and Passion Fatigue as Change Agents

In this 75-minute upbeat, engaging, and inspiring webinar, participants will:

- Recognize the depth and breadth of their need for greater self-care and healing.
- Understand the critical need to focus on self-care and community care in order to be of service as leaders and change agents.
- Explore proven approaches and tools for self-care and community care.
- Commit to a personal plan of action.

7. Written Resources for Track 1: 75-page worksheet packet -

“Interrupting Interpersonal Aggressions/Microaggressions: Critical Skills for Creating High-Performing Inclusive Teams”

8. All books authored by Dr. Kathy Obear with related worksheets.





Envision 2020:

Track 2

Interrupting Racism: Deepening the Capacity of White People to Partner and Create Racially Just Organizations

In this track, designed specifically for white leaders, managers, and allies/change agents, participants can deepen their capacity to:

- **Create more racially just organizations, products, and services.**
- **Partner with and support the leadership of people of color and other white allies/change agents.**
- **Identify racist attitudes and implicit biases.**
- **Do their necessary self-work to recognize and disrupt Internalized Dominance.**
- **Effectively interrupt racist dynamics and practices.**
- **Analyze and revise policies, practices, programs, and services to create greater racial equity.**



Envision 2020:

Track 2

Resources:

1. **Recognizing and Interrupting Racism in Your Organization Webinar**

In this 60-minute webinar recording, participants will increase their capacity to:

- Identify racist dynamics in daily activities.
- Recognize the impact of racist dynamics on individual and organizational goals.
- Choose courage and speak up to interrupt racist dynamics.
- Use proven tools to create greater racial justice.
- Use proven tools to interrupt and shift negative dynamics in the moment.

2. **Interrupting Racism Webinar: Our Role and Responsibility as White Allies**

In this 60-minute webinar participants can deepen their capacity to:

- Recognize common racist dynamics in meeting and daily activities.
- Identify the negative impact of racist dynamics on colleagues of color.
- Interrupt racist dynamics effectively.
- Use proven tools to create greater racial justice.



Envision 2020:

Track 2

Resources:

3. **Virtual Institute on Interrupting Racism: “Interrupting & Dismantling Racism: Our Role and Responsibility as White Allies to Create Racial Justice”**

This 3-hour workshop can be used for virtual or in-person training sessions. Kathy Obear facilitates participants through small group discussions and reflective activities to learn and practice skills to:

- Identify racist dynamics in daily activities.
- Recognize the impact of racist dynamics on individual and organizational goals.
- Choose courage and speak up to interrupt racist dynamics. Creating Inclusive High Performing Teams.
- Use proven tools to create greater racial justice.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators as well as conveners of White Accountability Groups to deepen their capacity to lead similar workshops and learning activities.

4. **Racial Affinity Spaces**

In this 40-minute video, Kathy Obear shares her thoughts on designing and facilitating racial affinity/accountability spaces.



Envision 2020:

Track 2

Resources:

5. Navigating Difficult Situations, Part 1 & 2

In this 2-part webinar series, participants can develop the capacity to:

- Identify strategies to de-escalate difficult situations in the early stages.
- Engage effectively when others feel triggered.
- De-escalate their triggered reactions so they intentionally choose ways to respond, not automatically react out of their triggered emotions.

6. In It For The Long Haul: Overcoming Burnout and Passion Fatigue as Change Agents

In this 75-minute upbeat, engaging, and inspiring webinar, participants can:

- Recognize the depth and breadth of their need for greater self-care and healing.
- Understand the critical need to focus on self-care and community care in order to be of service as leaders and change agents.
- Explore proven approaches and tools for self-care and community care.
- Commit to a personal plan of action.



Envision 2020:

Track 2

Resources:

7. Radio Shows focused on the following topics with additional guests as listed:

“Design & Facilitate White Accountability Spaces in Organizations: Develop Effective White Accomplices and Change Agents, Part 1”:

Kathy shares her latest strategies for developing and facilitating Whiteness Accountability Spaces in your organization designed to deepen the capacity of white allies and change agents to partner with people of color and other whites to interrupt racist dynamics and practices as they create more racially just organizations, products and services.

“Develop Effective White Accomplices & Change Agents, Part 2”:

Kathy shares even more strategies for developing and facilitating White Accountability Spaces in your organization designed to deepen the capacity of white allies and change agents to partner with people of color and other whites to interrupt racist dynamics and practices and create more racially just organizations, products and services.

“A Conversation with Dr. Tanya Williams ~ Stop Burning Out! Reclaim Your Energy and Passion to Create Meaningful Change!”:

Join Kathy and Dr. Tanya Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, as they explore practical strategies and tips to create meaningful self-care and community care in your life.

“Recognizing and Owning Our Privilege: Why is it so hard for so many? A Conversation with Dr. Alejandro Covarrubias!”:

Kathy and Dr. Covarrubias, Faculty with the Social Justice Training Institute and Assistant Professor for Higher Education and Student Affairs in the Department of Leadership Studies at the University of San Francisco, discuss ways to engage others to explore and own their privileged identities.



Envision 2020:

Track 2

Resources:

“But I’m NOT Racist: Creating Impactful White Affinity / Accountability Spaces, A Conversation with Dr. Shelly Tochluk”:

In this conversation, Kathy and Dr. Tochluk, a professor at Mount Saint Mary’s University and a member of AWARE-LA, explore practical strategies and tips to create powerful white affinity/accountability spaces in your organization and community designed to deepen the capacity of whites to partner with people of color to dismantle racism and create greater racial justice.

“Healing our Marginalized Identities and Working Toward Liberation, Part 1 with guest Dr. Tanya Williams”:

In an engaging, challenging conversation, Kathy and Dr. Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, explore ways to support our collective healing from the pernicious internalized subordination that members of marginalized groups continue to suffer from, so often unknowingly.

“Healing Marginalized Identities Working Toward Liberation, Part 2: Facilitating Affinity Spaces with guest Dr. Tanya Williams”:

In the second part of this illuminating conversation, Kathy and Dr. Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, explore strategies and approaches to design & facilitate healing & empowering affinity spaces for members of marginalized groups.

8. Written Resources for Track 2: 85-page worksheet packet -

“Interrupting Racism: Deepening the Capacity of Whites to Partner to Create Racially Just Organizations.”

9. All books authored by Dr. Kathy Obear with related worksheets.





Envision 2020:

Track 3

Creating Inclusive Organizations: Fostering Meaningful, Sustainable Organizational Change

This track is specifically designed to deepen the capacity of executive leaders, senior diversity officers, members of Diversity Councils, and other change-makers to:

- Mobilize and empower employees to recognize how the current organizational climate and culture negatively impact individuals and teams as well as undermine organizational goals.
- Identify unproductive, oppressive organizational dynamics, including written and unwritten rules, policies, practices, programs, and services.
- Learn how to use the Multicultural Organization Development/MCOD Model, Jackson & Hardiman.
- Facilitate more authentic dialogue about the current state of the organization
- Envision what more is possible and needed.
- Facilitate movement towards a more inclusive, equitable organization.
- Begin to see positive results in: Recruiting, Retention, Development, Promotion, Employee engagement: morale, productivity, and innovation.
- Institutionalize these efforts in critical infrastructure changes to deepen internal capacity and accountability for continuous change.
- Create more support and structures for self-care and community care so leaders and change agents: Don't burnout, Don't drop out due to passion fatigue, And instead, stay in it for the long haul.



Envision 2020:

Track 3

Resources:

1. **Creating Inclusive Organizations Webinar, Part 1**

In this 80-minute webinar, participants will increase their capacity to:

- Engage in authentic dialogue about the current organizational climate and culture through an Inclusion Lens.
- Create inclusive organizations and effectively lead and empower others to implement meaningful, sustainable, and systemic organizational change.

2. **Virtual Institute: Creating Inclusive Organizations, Part 1**

This 3-hour workshop can be used for virtual or in-person training sessions. Kathy Obear facilitates participants through small group discussions and reflective activities to increase their capacity to:

- Engage in authentic dialogue about the current organizational climate and culture through an Inclusion Lens.
- Create inclusive organizations and effectively lead and empower others to implement meaningful, sustainable, and systemic organizational change.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators to deepen their capacity to lead similar workshops.



Envision 2020:

Track 3

Resources:

3. **Creating Inclusive Organizations Webinar, Part 1**

In this 100-minute webinar, participants will increase their capacity to:

- Identify and implement promising practices and strategic actions to create inclusive, socially just organizations.
- Develop critical infrastructure and accountability structures to create meaningful, sustainable, and systemic organizational change.

4. **Virtual Institute: Creating Inclusive Organizations, Part 2**

This 3-hour workshop can be used for virtual or in-person training sessions. Kathy Obear facilitates participants through small group discussions and reflective activities to learn and practice skills to:

- Identify and implement promising practices and strategic actions to create inclusive, socially just organizations.
- Develop critical infrastructure and accountability structures to create meaningful, sustainable, and systemic organizational change.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators to deepen their capacity to lead similar workshops.



Envision 2020:

Track 3

Resources:

5. **Creating Inclusive Teams and Classrooms from the Start, Webinar**

In this 90-minute webinar, participants will increase their capacity to design inclusive classrooms and/or teams from the start or use these tools and approaches to revitalize existing ones.

6. **Virtual Institute: Creating Inclusive Teams and Classrooms from the Start**

This 3-hour workshop can be used for virtual or in-person training sessions to assist both faculty and teachers to create inclusive classrooms and to support managers and team leaders to create inclusive teams.

This Virtual Institute can also function as a train-the-trainer seminar for organizational trainers and facilitators to deepen their capacity to lead similar workshops.

7. **Navigating Difficult Situations, Part 1 & 2**

In this 2-part webinar series, participants will develop the capacity to:

- Identify strategies to de-escalate difficult situations in the early stages.
- Engage effectively when others feel triggered.
- De-escalate their triggered reactions so they intentionally choose ways to respond, not automatically react out of their triggered emotions.



Envision 2020:

Track 3

Resources:

8. **In It For The Long Haul: Overcoming Burnout and Passion Fatigue as Change Agents, Webinar**

In this 75-minute upbeat, engaging, and inspiring webinar, participants will:

- Recognize the depth and breadth of their need for greater self-care and healing.
- Understand the critical need to focus on self-care and community care in order to be of service as leaders and change agents.
- Explore proven approaches and tools for self-care and community care.
- Commit to a personal plan of action.

9. **Written Resources for Track 3: 100-page worksheet packet -**

“Creating Inclusive Organizations: Meaningful, Sustainable Organizational Change.”

10. **Radio Shows focused on the following topics with additional guests as listed:**

“A Conversation with the Rev. Dr. Jamie Washington ~ Avoid the Potholes & Dead-ends of Organizational Change Efforts!”:

Join Kathy and the Rev. Dr. Jamie Washington, President & Founder of the Washington Consulting Group, for an engaging dialogue as they discuss strategies to mobilize leaders and organizational change agents for the long haul of meaningful, sustainable change.



Envision 2020:

Track 3

Resources:

“What is Transformation & Change and How Can We Do It?”:

It is critical we first get clear about what we mean by transformation & change and why we are passionate about creating it. The next crucial step is to understand HOW to create it. In this episode, Kathy shares some foundational concepts, critical tools, and strategies to manifest meaningful, sustainable transformation & change in your life and the lives of so many others.

“What Can I Do? I’m Just One Person?”:

It is easy to feel overwhelmed, like what we do won’t make any difference in our workplace and community organizations. Yet, it only takes one passionate, skilled individual to spark the energy to get more people engaged, on purpose.

“A Conversation with Dr. Tanya Williams ~ Stop Burning Out! Reclaim Your Energy and Passion to Create Meaningful Change”:

Join Kathy and Dr. Tanya Williams, Authentic Seeds Coaching & Consulting and Faculty with the Social Justice Training Institute, as they explore practical strategies and tips to create meaningful self-care and community care in your life.

11. All books authored by Dr. Kathy Obear with related worksheets.

