



# 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.



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### 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.



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#### 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.



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#### 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.



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#### 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.



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### 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.**

