



Session II A, July 16-20, 2018

19. Pathways to Race and Reconciliation TTT

Journalists these days talk about "Culture Wars" and "Tribal Affiliations". *Corporate Tribalism*, by Thomas Kochman and Jean Mavrelis, in many ways provides information which allows people to understand different frames of reference that African Americans and diverse others bring to the issue of Black Lives Matter, and helps clarify different views held by People of Color and White Mainstream folks in terms of what constitutes racism, and approaches to talking about and addressing racism.

You will receive flash drives (including videos and PowerPoint presentations) which assist those of us in the field to lead Race and Reconciliation discussions. Leaders' guides and Participant guides are also available. The flash drives can be used free of charge with small church and community forums, but if the materials are used with a paying client, we ask that you purchase participant guides from KMA. Pricing depends on client.

Designed for: Anyone committed to facilitating discussion on race and reconciliation, including police, security professionals, community service providers, human resource professionals, or academics and trainers seeking to develop constructive approaches to race and culture.

Workshop Objectives

You will have the opportunity to:

- Identify the difference between "forgiveness" and "reconciliation"
- Explore your different unconscious biases around discussion of "hot topics"
- Look at different perspectives of what constitutes racism from a cultural point of view
- Recognize and discuss situations in your experience where reconciliation around race has succeeded, or where there is a need for healing
- Minimize cultural misunderstandings

Learning Activities

- Frameworks for culturally sensitive conversations on race
- Information on the nature of unconscious bias as identified in the instructors' book, *Corporate Tribalism*
- An opportunity to participate in, and facilitate, difficult conversations around race
- Resources that include material for increasing the likelihood of successful dialogue on race and reconciliation



Dr. Thomas Kochman is the chief operating officer of Kochman Mavrelis Associates, a professor emeritus of communication, University of Illinois at Chicago, and co-author, with Jean Mavrelis, of *Corporate Tribalism: White Men, White Women and Cultural Diversity at Work*. He is also author of *Black and White Styles in Conflict* and editor of *Rappin' and Stylin' Out: Communication in Urban Black America*. Tom's fields of expertise include cultural diversity training and research as well as conflict, race, and culture. His special focus is on the impact of cultural differences on interpersonal communication and organizational culture.

Jean Mavrelis is the chief executive officer of Kochman Mavrelis Associates and co-author, with Thomas Kochman, of *Corporate Tribalism: White Men, White Women and Cultural Diversity at Work*. She has served on the Illinois Sex Equity Task Force. Her work focuses on cultural diversity training, research, and management with a special interest in the area of gender and culture. Jean also developed a program called *Managing Social and Cultural Diversity in the Schools*, which she has delivered to the school systems of Boston, Englewood, Denver, Minneapolis, Milwaukee, Chicago, and Rockford, Illinois. She presently acts as a consultant internationally (Pacific Rim) and with clients doing business in Mexico. She served on the Board of *Mujeres Latinas en Acción*, an organization whose mission is to empower Latina women.



Malii Carolyn is a trainer and consultant working globally and stateside to equip people with skills to manage the complexities and opportunities inherent to work and life in culturally diverse environments. She has 16 years experience training leadership, executives and high potentials—both face-to-face and virtually—to cooperate effectively in the U.S. and/or across national cultures. Her client list includes Fortune 500 companies, distinguished institutions of higher learning, state government and nonprofit organizations. Malii offers a unique perspective to the work as a Millennial woman of color who has worked and travelled throughout the U.S. and 20 countries across Africa, Asia, Europe and the Americas. She has varying proficiency in Spanish, Japanese, and American Sign Language (ASL). Malii earned a Master of Arts degree in Intercultural Service, Leadership and Management from SIT Graduate Institute (School for International Training) in Vermont, and a Bachelor of Arts degree in Diplomacy and World Affairs from Occidental College in California. She is a licensed consultant of the *Virtual Performance Assessment®* instrument; has been certified as an Administrator of the *Intercultural Development Inventory®*; and is a friend of SIETAR (Society for Intercultural Education, Training and Research).

For more information, please visit intercultural.org/siic.html
To register, please visit intercultural.org/siic-registration.html