

Future Workplace Summit

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# CORPORATE RESPONSE TO BLACK LIVES MATTER

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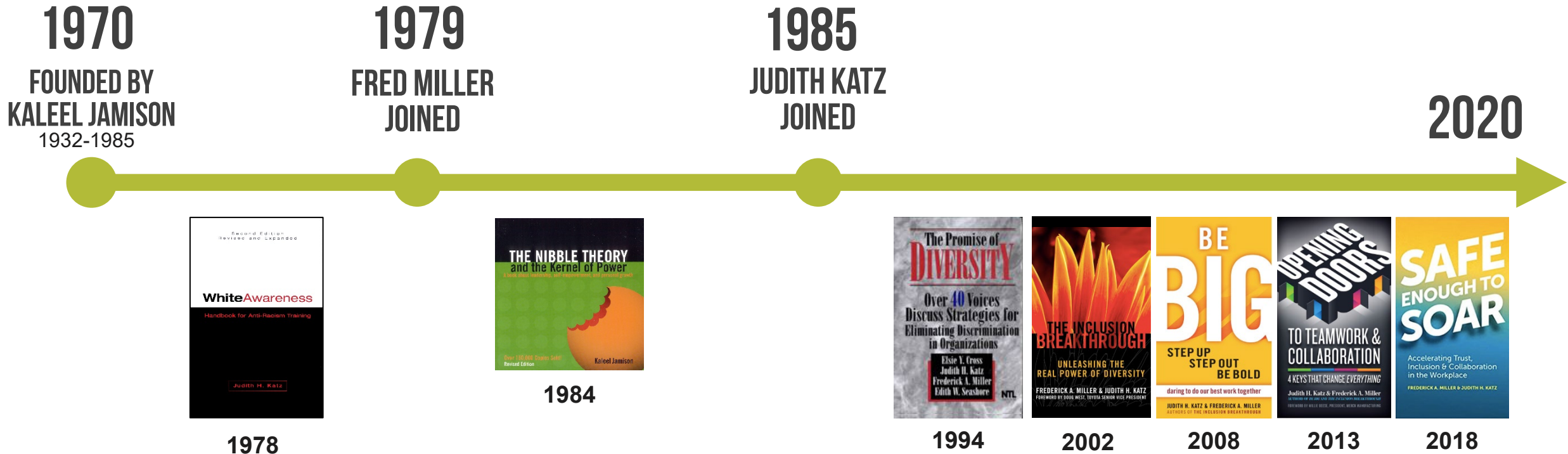
# “THE CHOICE”



# WHO WE ARE

## OLDEST OD DIVERSITY & INCLUSION FIRM

We are a management consulting firm that uses organizational development (OD) technology to bring about large/total systems change and create inclusive cultures that accelerate results.



# THE NEW NORMAL...

*LIVING IN  
PERMANENT WHITE  
WATER*

**WORLDWIDE PROTESTS**

**ESSENTIAL VS. NON-ESSENTIAL**

**RECESSION**

**EVERYONE COUNTS**

**COMMUNICATE  
COMMUNICATE  
COMMUNICATE**

**VIRTUAL**

**CURBSIDE**

**PARADIGM SHIFT**

**ADDRESSING THE -ISMS**

**PICKUP MASKS**

**BLACK LIVES MATTER**

**PANDEMIC ≠**

**THIRD RECONSTRUCTION**

**REDEFINING SCHOOL**

**REDEFINING WORKPLACE**

**TELEMEDICINE**

**SYSTEMIC RACISM**

**CONNECT & SHARE INFO**

**ILLNESS AND LOSS**

~~UNFREEZE~~ ~~CHANGE~~ ~~REFREEZE~~



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# POLL

**HOW ARE YOU DOING LIVING IN THE NEW NORMAL?**

Not so well

Doing okay

Doing well



# PERFORMATIVE ACTIVISM: WINDOW DRESSING OR REAL CHANGE?

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.



**WE MUST  
DISMANTLE  
WHITE  
SUPREMACY**

**Silence Is NOT An Option**

**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



Rachel Kubik for The Journal Times



Photo by Paulo Murillo for WEHO TIMES

**SPEAKING OUT  
IS WORTH IT.**

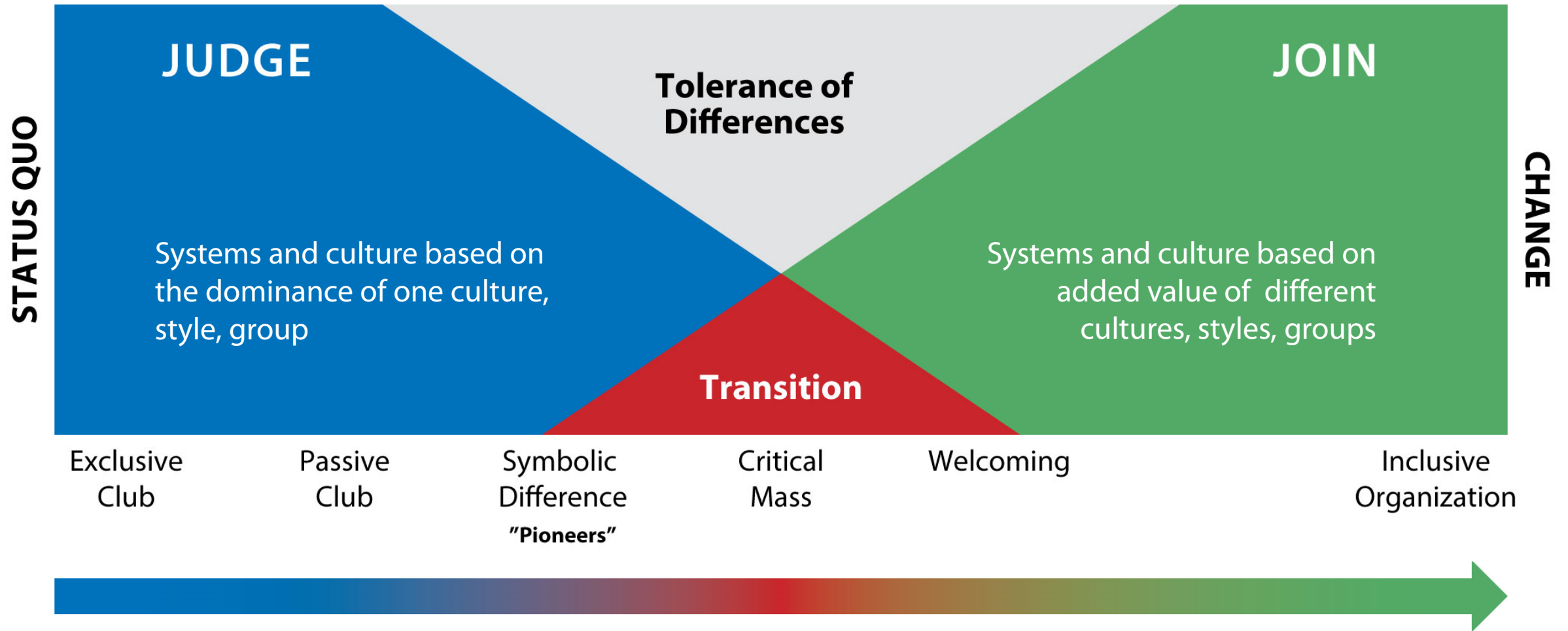
L'ORÉAL  
PARIS

# LEVELS OF CHANGE IN RESPONSE TO BLACK LIVES MATTER

| Do nothing  | Make a Statement  | Make Some Changes   | Make Systemic Change  |
|---|---|---|---|
| <ul style="list-style-type: none"> <li>• Addressing issues seen as too risky</li> <li>• Hope will go away</li> <li>• No mention of #BLM or systemic racism</li> </ul> | <ul style="list-style-type: none"> <li>• Performative activism (window dressing)</li> <li>• Focus on supporting #BLM not actions to be taken within organization</li> </ul> | <ul style="list-style-type: none"> <li>• E-Training or short education</li> <li>• ERGs or DEI Council carrying the bulk of work</li> <li>• Hold critical conversations but not systemic change</li> <li>• Talk about White privilege, bias but few actions to actually address it</li> <li>• Focus on hiring</li> <li>• Limited resources allocated</li> <li>• Some incremental change</li> </ul> | <ul style="list-style-type: none"> <li>• Whole System</li> <li>• Strategic Culture Change Intervention: Internal and External</li> <li>• Honest diagnosis of current state</li> <li>• Distributed change</li> <li>• Focus on culture, policies and practices</li> <li>• Implement new competencies</li> <li>• New performance measures and accountabilities</li> <li>• Significant investment of time / money / people / resources</li> </ul> |



# PATH TO INCLUSION





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# RETHINKING YOUR ORGANIZATION TO ACCELERATE THE JOURNEY ALONG THE PATH

## CULTURE

What is expected from the culture and climate related to all people and social identity group?

## SYSTEMS

Addressing the -isms in policies, practices and interaction; change fast, and live the new normal.

## TALENT

Moving up in the organization: How to move talent up faster and raise the bar for everyone?

## LEADERSHIP

Leaders feeling responsible for the culture and people doing their best work. Getting clear about societal responsibilities.

## ORGANIZATIONAL FLEXIBILITY

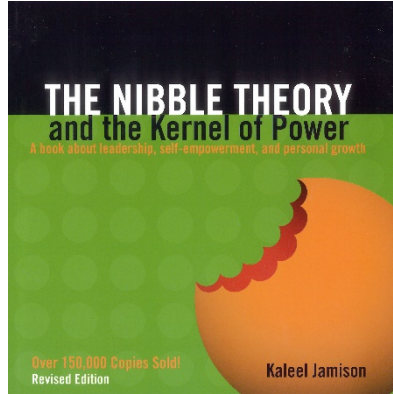
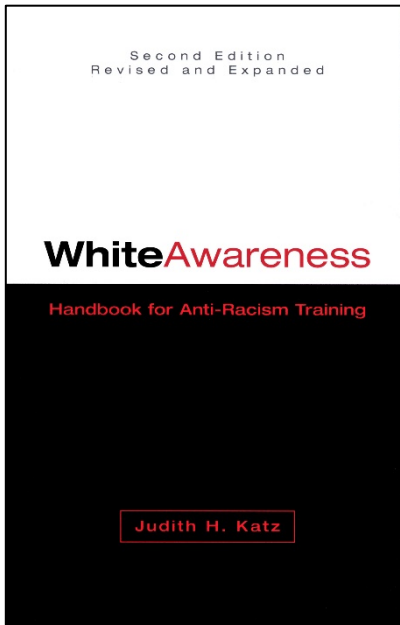
Not being stuck in the patterns and processes of the past. Being agile, experimental, and failing fast.

***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.***

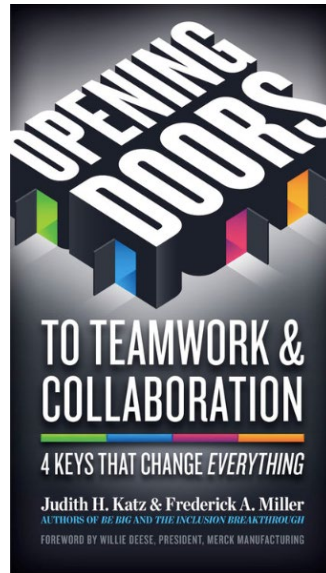
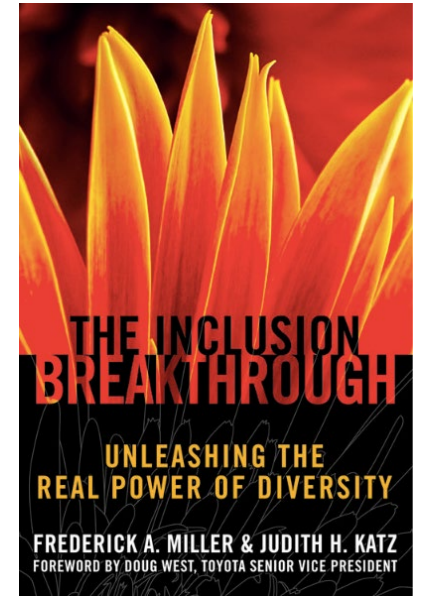
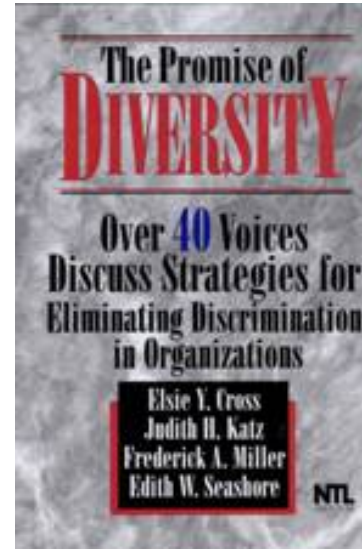
***We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers, and smoky skies behind us.***

***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



THANK YOU  
THANK YOU  
THANK YOU



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# BREAKOUT DISCUSSION

1. How are you/your organization responding to #BlackLivesMatter?
2. How systemic is the approach you're taking to address change internally and externally?

