



# RACE RELATIONS IN A GLOBAL WORLD: LEADERSHIP, ORGANIZATIONS, AND

DIRECTORATE

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14 APRIL, 2023 - 16 APRIL 2023

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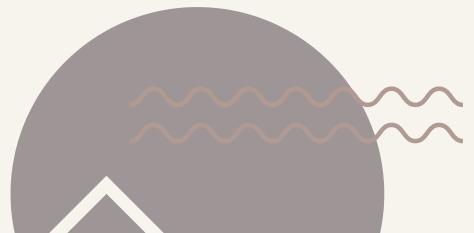
# **RACE RELATIONS IN A GLOBAL WORLD: LEADERSHIP, ORGANIZATIONS, AND \_\_\_\_\_.**

# WELCOME

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It is with great pleasure to welcome you to a conference on Race Relations in a Global World: Leadership, Organizations and \_\_\_\_\_. For some of you this will be a follow to our previous conference in March 2022, Race Relations in America: Leadership, Organizational Dynamics and \_\_\_\_\_. For others it will be the beginning of a worthwhile journey. Either way, expect to have a rich learning experience. The previous conference focused on America and this conference will focus on the world. In the first conference many of us learned a lot. For instance, I took away that there is an inherent paradox and dilemma in American racial dynamics. People's wishes for connection are hampered by their fear of losing what they are familiar with. They want to embrace differences in order to generate change, but struggle with the change it requires them to make to themselves, in order to work with the desired change. We all know race-relations MATTERS! However, to only examine the experience of race-relations from one perspective limits the possibilities for long lasting change and resolution. This conference is not an opportunity to admire the problem, but it is a call for all leaders and organizations world-wide to embrace multiple realities, so that we can find multiple ways to improve race-relations everywhere. I urge you without any reservation to register for this worthwhile experience that will grow you as a leader and organization today, tomorrow and forever.

Dr. Patrick Jean-Pierre  
Conference Director



# INTRODUCTION

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The New York Center for the Study of Groups, Organizations, and Social Systems, and SUNY Schenectady County Community College are excited to announce an in-person group relations event that foregrounds Race Relations in a Global World. On April 14-16, 2023, all are invited to join this in-person group relations conference, Race Relations in a Global World: Leadership, Organizations, and \_\_\_\_\_ (fill in the blank).

This three-day event is designed to support leaders of varying backgrounds to engage in a dialogue on race relations across the boundaries of racial lines using group relations methodology. Past, present and future leaders will have the opportunity to explore their organizational experiences with race relations in a Global World, while forming a temporary learning organization. Participants will learn more and begin to explore the following questions: What does race relations look like in organizational systems in different countries? How does race relations manifest within organizations in different countries? Why should we pay attention to race relations in organizational systems in different countries? Who is involved in race-relation dialogues within organizational systems in different countries? Where should I look for organizational answers when engaging in dialogues related to race relations?

The Tavistock Model of Group Relations, developed in London, England in the 1950s, is the model upon which this event is based. In 1965, Margaret Rioch and A. Kenneth Rice, for whom the A.K. Rice Institute for the Study of Social Systems (AKRI) was named, imported the model to the United States. This time-honored method offers a dynamic lens for exploring conscious and unconscious behavior within groups, organizations, and social systems. More specifically, group relations thinking offers insight into our experiences of group life across the different contexts that make up our daily lives, such as at home, the workplace, and within society at large.

Through group relations, members and staff are invited to explore in more depth the interplay between their identity and organizational group memberships, in relation to leadership/followership, boundaries, authority and roles to better understand individual and collective behavior in groups and how the person in the role is taken up at this particular moment in service of the task.

Race Relations in a Global World: Leadership, Organizations, and \_\_\_\_\_ is hosted by the New York Center for the Study of Groups, Organizations, and Social Systems, an affiliate partner of A.K. Rice Institute for the Study of Social Systems and SUNY Schenectady County Community College. Familiarity with group relations methodology is not required to attend; those who are new to the ideas and concepts of group relations are encouraged to join.

To reserve your place, register [here](#)  
by Monday, April 3rd, 2023. Space is limited.

For all event-related queries, email: [nycraceglobal2023@gmail.com](mailto:nycraceglobal2023@gmail.com)

# **COMPETENCIES YOU WILL BEGIN TO DEVELOP AS A LEADER**

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- Leading by reflection and self- examination
- Learning how to effectively use your authority to further the learning of all groups (i.e. teams, committees, identity-based groups, etc.)
- Experience how to study a team or any group in real time (here and now)
- Learning how to accept the experience of others in your organization as valid as one's own
- Capacity to work collaboratively with the experiences of team members from different backgrounds
- Capacity to be vulnerable in service of one's learning and the learning of your team, department or organization

# **CONFERENCE EVENTS YOU WILL PERSONALLY EXPERIENCE**

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- Conference Opening: Introduce conference members to the conference and provide opportunities for members to share their experience crossing the boundary into the conference. In the Conference Opening the staff and members meet together to begin working. The Director provides an overview of the conference theme, and outlines the structure of the events for the weekend.
- Small Study Group (SSG): This event focuses on interpersonal and intergroup relations. The task of the group is to study behavior as it occurs in the here and now, that is with a focus on issues as they are happening presently in the group. Each member is assigned to a Small Study Group consisting of about 7-10 members and a consultant. In addition, this setting provides opportunities for participants to explore how they relate to the formal authority of the consultant and how they themselves take up personal, as compared to formal and delegated, authority. This is similar to working in a small team or committee.
- Large Study Group (LSG): This event focuses on all members of the forum meeting together with the task of studying their own behavior in the here and now. Consultants representing a diverse set of race groups will be assigned to consult. This is similar to working across departments. In contrast to the Small Study Group, the Large Study Group highlights dynamics that may occur in large organizations and gatherings, where personal interactions are limited.
- Emerging Possibilities Event (EPE): This event offers members and staff the opportunity to participate in and examine the entire institution of the conference as it evolves and unfolds. Members form their own groups. The groups are asked to interact with other groups including staff. Staff members are also available to provide consultation upon request. The task of this event is twofold: 1) to study the dynamics that develop between and among subgroups as they interact with one another and relate to management and trying to understand the institution as a whole, while 2) working on a task that results in a brief presentation at the end of this event.
- Review and Application Groups (RAG): Members are assigned to a group of about 6 people with the task of reviewing their experience in the conference with the assistance of a consultant. The review includes considerations for implications for members' practice in other groups and organizations. In addition, members will have an opportunity to understand the relationship between the roles they are taking up in the conference with the roles they hold in the outside world. Review and Application groups are not "here-and-now" events and the consultants will take up their role differently than in the Small or Large Study Group.
- Dyad Meetings: These meetings serve as an opportunity to pair up with another attendee of the conference to have a supportive exchange about your experience in the conference.
- Social Dreaming Matrix (SDM): The social dreaming matrix event provides a space for all members and staff to share dreams, thoughts, connections, and associations that arise in the moment. This is based on the assumption that the group unconscious can manifest in the dreams of individuals and that exploring them together can help to better understand the group-as-a-whole.
- Conference Discussion: In this event members and staff have an opportunity to discuss and reflect upon their experiences in the conference as a whole. This event also allows all members and staff to collaborate in reviewing and analyzing their experience of the entire conference, and perhaps to discover patterns of action or deeper levels of significance that may have implications for one's behavior in other groups and organizations.



# **WHO SHOULD ATTEND**

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All leaders from all walks of life, countries and spaces who care about their organizations, employees and the future of our children in society. In addition, leaders who are ready to go all in, in service of all those they serve. Leaders who are ready to answer the following question:

How do I use the self to cultivate an organizational climate and culture that ensures inclusivity within and beyond its boundaries?

# STAFF

## Directorate and Administration

### Dr. Patrick Jean-Pierre



Patrick Jean-Pierre, PsyD; BA/MPS (Stony Brook University) Psychology/Human Resources, MA (CUNY Brooklyn College) I/O Psychology, MA (NYU) Education, PsyD (Rutgers University) Organizational Psychology. Range of professional experiences in the field of education includes teaching, counseling and leadership development, as well as, organizational consulting that fosters systemic change. Currently, Principal of Paige Elementary Community School; Former District Director for Equity, Diversity and Inclusion, Schenectady City School District; Former Deputy Assistant Director, Office of Diversity and Inclusion, University at Albany; Former Director of Technical Assistance Center on Disproportionality at Metropolitan Center for Research on Equity and the Transformation of Schools, New York University; Former leadership consultant at the Wharton School of Executive Education; Small group instructor at University of Pennsylvania; Adjunct at Clarkson University and Sage College; Consultant, A.K. Rice Institute (AKRI) for the Study of Social Systems; Member: New York Center, AKRI.

### Dr. Eliat Aram

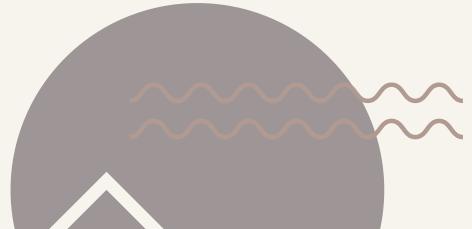
Eliat Aram, PhD, is the CEO of the Tavistock Institute of Human Relations in London, UK. Her GR career spans over 20 years of conferences in the UK (The Tavistock Clinic, the Grubb Institute) and abroad (India, South Africa, France, The Netherlands, Israel), across cultural and geographical boundaries. She has been very fortunate to develop a capacity to understand the local context of where she works and to immerse in its vicissitudes. Eliat has shaped, influenced and often directed the Tavistock Institute's flagship Leicester conference since 2007; directed the AK Rice Institute annual residential for three years 2016-2018 , Teachers College Columbia University's Fall GRC since 2013, Tavistock Institute China GRC in 2019, Russia since 2020 and directed conferences in Lithuania (2012) and Argentina (2013). Issues of leadership, authority and learning in a complex, often unknowable world are of daily concern, challenge and excitement for her.



### Joanne Bowman



Joanne Bowman, MA (she/her); OD and HR thought-leader, coach and consultant with a focus on collaborative leadership that leads to transformational and systemic change. Experienced group and interpersonal dynamics facilitator and have served on staff of several group relations conferences. Member of New York Center for the Study of Groups, Organizations and Social Systems, and co-host monthly social dreaming matrix; AKRI Member; Group Relations International Co-Creator; functional fitness athlete and health/wellness enthusiast. MA in Change Management and Organizational Psychology, Teachers College, Columbia University.



# STAFF

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## Administration

### Chelsea Rodriguez



Chelsea Rodriguez is the Head of the Leadership Coaching practice at Meta in New York City (formerly known as Facebook). In her purpose to support leaders, teams and groups in their own growth and transformation, she helps others raise their self-awareness and lead through change and complexity with more intention, compassion and inclusion. She holds a Masters in social-organizational psychology from Columbia University and completed her executive coaching certification at Georgetown University. She serves as a course associate in Columbia University's Master of Science in Human Capital Management program and coaches small groups of executive-level women at CHIEF. Chelsea is also a member of AKRI and the New York Center for Groups, Organizations and Social Systems.

### Kristin Parris

Kristin Parris is a talent strategist and organizational effectiveness leader. She leverages a background that blends communications strategy, operations, learning & development, employee engagement, DEI, and organizational psychology to unlock potential within her client groups and drive results. She has an MA in Organizational Psychology, with a specialty in Change Leadership from Teachers College, Columbia University.



# STAFF

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## Consultants

### Coreene Archer



Coreene Archer is an organisation consultant and executive coach at the Tavistock Institute of Human Relations, joining in 2006. There are many facets to the work she does with organisations, groups and individuals as she helps them explore issues or challenges that occur. Coreene is curious about what is said and what remains unsaid, what organisations do to individuals and how to make the experience of working life better across a range of sectors, with a particular focus on the role “difference” plays in identity construction and how leadership emerges. Her work is rooted in over 20 years of management experience, alongside her professional training in coaching and consultancy, group dynamics and art history, to which Coreene currently adding to her PhD studies.

### Mette Buchman

Mette Charis Buchman is an Organizational Psychologist working with a systems-psychodynamic lens when providing consulting and coaching for people, teams, and organizations. Her educational background includes a master's degree in Organizational Psychology and in Women's Studies as well as much accredited training in coaching, leadership, and Group Relations. She is a board member of the Executive Committee at New York Center for the Study of Groups, Organizations, and Social Systems, and an associate member of A.K. Rice Institute for the Study of Social Systems as well as an active member of its Reparations Committee and its International Cohort. She is a co-host of an online monthly Social Dreaming Matrix, a member of International Society for the Psychoanalytic Study of Organizations and Tavistock Community. Mette grew up in Denmark in the 60-70's in an exceptional homogeneous society in terms of ethnic and religious background. She left Denmark early on to experience the diversity of the world. At the moment, she is based in New York, USA. She is delighted to contribute to the learning at the Race Relationships in the Global World Conference.



# STAFF

## Consultants

### Dr. Michelle S. May



DLitt et Phil (UNISA) - Clinical psychologist: HPCSA (Health Professions Council of South Africa); Professor: Department of Industrial and Organizational Psychology, UNISA (University of South Africa); Programme manager: Doctorate in Consulting Psychology; Director (2002 to 2014): Robben Island diversity experience (RIDE). Director (2021): The Institute for Leadership and Transformation Online Conference. She has consulted to international Group Relations Conferences in Boston, Chicago and New York, the Netherlands and the Leicester Conference (Tavistock Institute, UK; 2016 and 2017).

### Gagandeep Singh

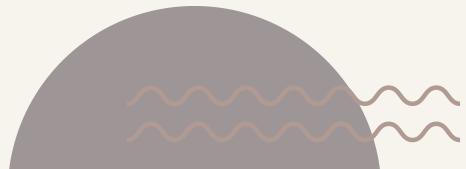
Gagan is an OD consultant and anchors interventions on alignment, conflicts, and transformation within leadership teams and organizations. He is a visiting faculty to business schools including IIM Ahmedabad and ISB Hyderabad. He is an associate with Group Relations India (GRI) and has been on staff for several conferences in India and Europe. He has been the Executive Director of Sumedhas Academy for Human Context, a body of behavioural scientists, that anchors offerings on process work and group dynamics in India. He is currently researching hybrid organizations that seek to co-hold wealth creation and social impact.



### Dr. Xumei Wang



Xumei Wang MD, Ph.D Director and Professor of Department of Psychiatry, Shengjing Hospital, China Medical University. Psychodynamic Psychotherapist, Music Image Therapist, Candidate of consultant in T&C program of AKRI. Director of International Group Relations China (IGRC), Member of Executive Board of Directors of China American Society of Studying Group and Organization (CASSGO), Board member and Convenor of International Cohort at A.K.Rice Institute for the Study of Social Systems (AKRI).



# ATTENDANCE

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***Note: Due to COVID we are prepared to shift to a 3-day online conference if needed. Dates will remain the same.***

***In an effort to create as Covid-safe an experience as possible, the following protocols will be strictly upheld. Registration for this conference constitutes and agreement to adhere to the following:***

## Requirements

- All staff and conference participants be fully vaccinated against COVID-19
- All staff and conference participants receive a negative COVID test result, no more than 48 hours before arrival to the conference.
- If you have had a recent exposure but are testing negative, please wear a well-fitting N95 mask, with a minimum of 3 ply layers. No cloth or gator masks will be permitted. The conference administration team will have N95 masks for those whose masks do not meet these criteria.
- If you become ill, suspend further participation in conference events and report any Covid-like symptoms immediately to the conference staff.

## Recommendations

- All staff and conference participants will receive the most recent booster dose recommended by the CDC to protect against variants that are currently causing most COVID infections.

*\*These guidelines may change should local or national Covid conditions change. It is advised that participants purchase travel insurance to protect against potential financial loss in the event that the conference is canceled or changed to an online only event.*

# COST OF ATTENDANCE & REGISTRATION

## In-Person

Full Registration - \$500

Early Bird (before March 1) - \$450 (Extended to March 10)

NY Center & Other AKRI Affiliate Members - \$400

Students (w/ current student ID) - \$375

## Virtual

Full Registration - \$250

NY Center & Other AKRI Affiliate Members - \$200

Students (w/ current student ID) - \$185

*Some scholarships may be available. Please indicate on your registration form.  
Funds are limited.*

## Conference Schedule

Friday, 14 April, 11 AM - 7 PM EST

Saturday, 15 April, 9 AM - 7 PM EST

Sunday, 16 April, 9 AM - 3 PM EST

## REGISTER HERE

## Lodging and Travel Information

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