



Group Relations Conference Series at Boston College

A GRI Group Relations Conference

Stokes Hall, Chestnut Hill, Massachusetts March 27-29, 2020

INTERSECTIONALITY

Working in the Borders
of our Relatedness
and Dividedness




Dear Prospective Member,

Our Context

We have the **capacity** to be more connected than ever before. Thanks to advances in technology, people in **different locations can connect** within seconds, providing opportunities we would not have otherwise to relate to the world and each other. Yet, **paradoxically**, with our increased ability to connect-without-borders comes increased dividedness and an opposing **desire to build walls**, exit unions and break alliances.

And, simultaneously, there also exists a heightened **desire for more openness**, more diversity and more inclusion. The constant moving toward and away from each other is not only felt externally, but also experienced internally as fluid identities strive to connect with an ever-changing environment. The **fluidity** and rapidity of change, internally and externally, is **bewildering** and unsettling.



The page features decorative geometric patterns in the top-left and bottom-right corners. The top-left corner has several parallel diagonal lines in shades of green and orange. The bottom-right corner is filled with overlapping semi-circles and arcs in various colors including orange, red, yellow, and dark blue. The background is a solid dark blue color.

Our Groups

Within this context, our group memberships provide stability. We belong to many groups, and **we thrive when we belong**. Our many group memberships contribute to the richness of who we are and to the intricacies of our life together.

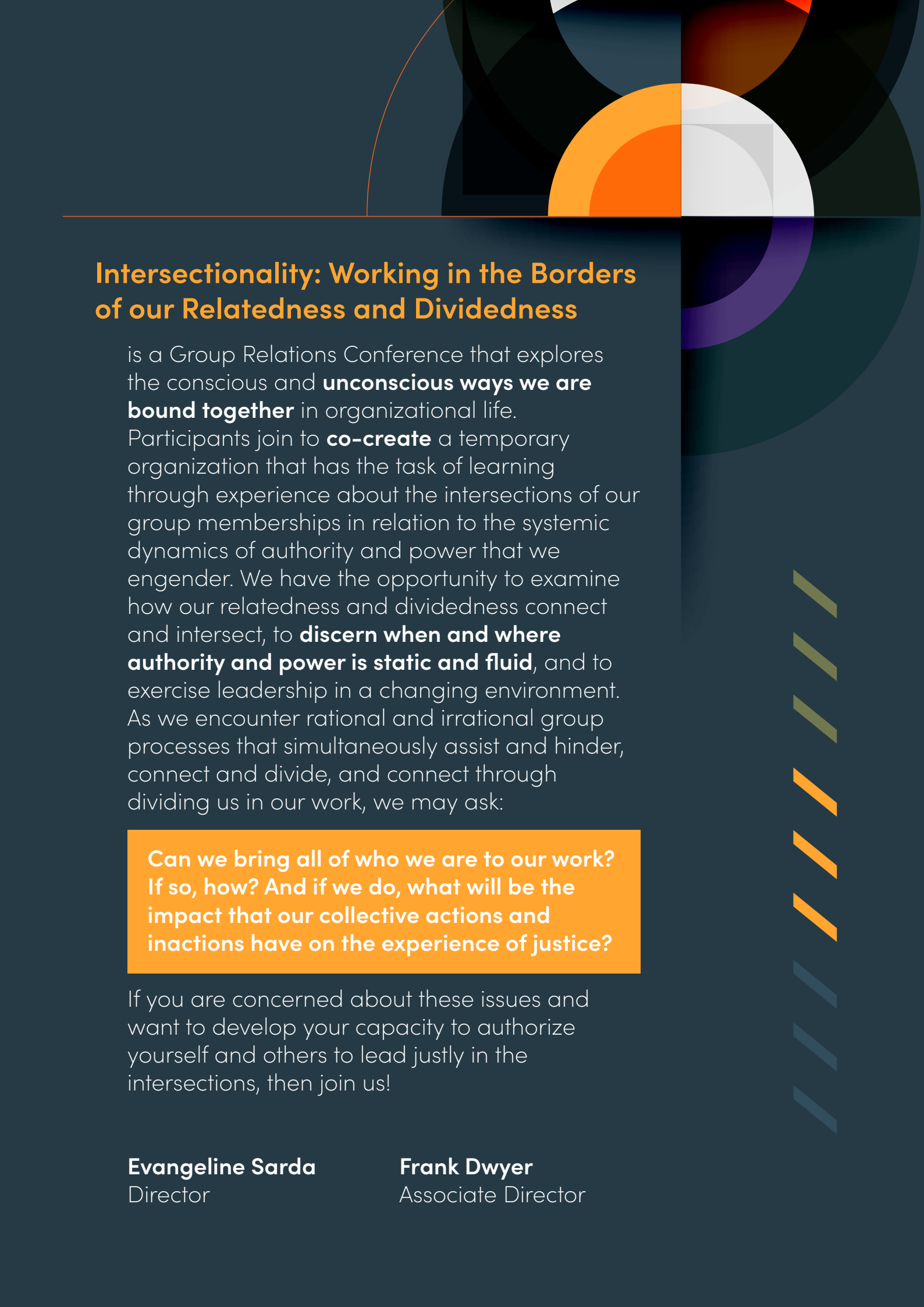
Some of our **group membership feel so inherent to who we are that we hold them as identities**.

Indeed, we are often asked to categorize ourselves by our larger **group membership** such as gender, ethnicity, race, religion, home address, age, education, profession, school affiliation, and many more. These categories become the **social identities that we carry to**, and for, the world.

When we are caught in difficult **dynamics**, we and others often latch onto one social identity, one large group membership to frame the experience and understand why we are advantaged or disadvantaged, empowered or disempowered, authorized or de-authorized. But is it ever that simple? Is there true justice in these simplifications? In our current world, **are we tasked with doing more?**

Our Intersectionality

Intersectionality is a **perspective** that **links intersecting systems** within society **to intersecting identities** within ourselves. It explores the **complexity** of **locating** and **positioning** ourselves when our different group memberships become activated simultaneously in a way that can lead us to feel both included and excluded, and **compels us to choose** one membership over the other. Intersectionality attends to the gaps in our social structures that do not account for the times when our different group memberships are mobilized simultaneously, gaps that make it difficult to find just solutions and push us to simplify rather than **embrace our richness and complexity**.



Intersectionality: Working in the Borders of our Relatedness and Dividedness

is a Group Relations Conference that explores the conscious and **unconscious ways we are bound together** in organizational life.

Participants join to **co-create** a temporary organization that has the task of learning through experience about the intersections of our group memberships in relation to the systemic dynamics of authority and power that we engender. We have the opportunity to examine how our relatedness and dividedness connect and intersect, to **discern when and where authority and power is static and fluid**, and to exercise leadership in a changing environment. As we encounter rational and irrational group processes that simultaneously assist and hinder, connect and divide, and connect through dividing us in our work, we may ask:

Can we bring all of who we are to our work? If so, how? And if we do, what will be the impact that our collective actions and inactions have on the experience of justice?

If you are concerned about these issues and want to develop your capacity to authorize yourself and others to lead justly in the intersections, then join us!

Evangeline Sarda
Director

Frank Dwyer
Associate Director



In this conference, you have an opportunity to learn about:

- How intersectionality operates within an organization.
- The relatedness of self and system; the relatedness of part and whole; how and when our relatedness and dividedness are linked.

• The fluid nature of our work and relations; the fluidity of power and authority; the way power, roles, identities, tasks and boundaries might shift or become more rigid in response to an emergent context.


- The meaning made of characteristics such as race, ethnicity, nationality, gender, sexual orientation and age in the context of organizational life.
- How we individually and collectively take up roles, negotiate authority, accomplish tasks, and manage boundaries and anxiety in a changing context.
- Working with competition, collaboration, conflict, coalition-building, envy, delegation, and love.
- Authorizing ourselves and others to bring all of who we are to our work together

Primary Task / Aim / Purpose

The primary task of this conference is to study the conscious and unconscious exercise of authority in the taking up of roles, though the interpersonal, intergroup and institutional relations that develop within the conference as a system within a wider context.

The aim of the conference is to provide opportunities to learn through experience about the rational and irrational ways that organizations and groups function, and the impact group processes have on the exercise of authority particularly as it relates to the experience of intersectionality, relatedness and dividedness.

The purpose of the conference is to build capacity to improve leadership and organizational effectiveness for betterment, and to develop a spirit of enquiry into the lived experience of authority and intersectionality in organizational life in order to promote transformation.





Methodology

This is a different kind of conference. Here, there are no presentations or power points given by experts to direct and organize learning. Instead, learning is experiential. This conference offers a space to be in the present with others, to co-create a temporary organization where together we explore the here-and-now of engaging as people within a living system.

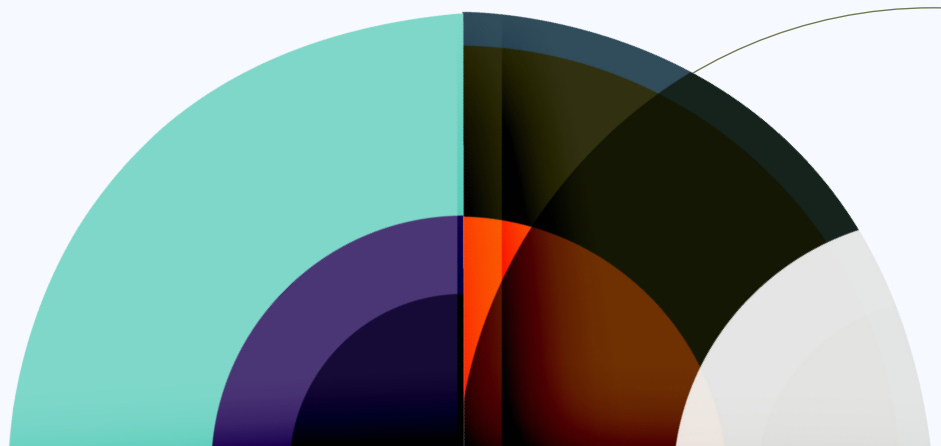
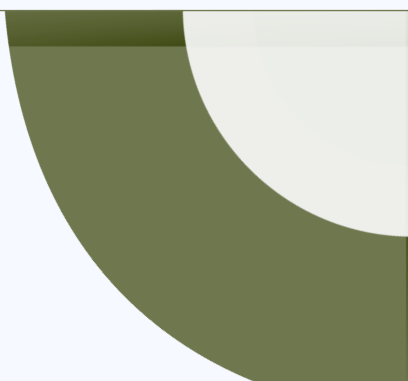
During the conference, we build capacity as we make use of our individual and collective experiences to understand what is happening, and from there develop ideas to test how we can be more effective at being and doing what we say we want to be and do in the organization.

By focusing on the conscious and unconscious processes that impact groups and influence leadership styles in the context of the evolving culture of the conference system, we learn to see and hear what is underneath the surface. The opportunity offered is to grapple with, enjoy and develop new narratives that explore and contain our experiences of what it is to be human and to take up our different leadership and management roles in our organizations and institutions.

Research

During this conference, Dr. Seth Harkins, Ed.D., will be conducting research about the learning that takes place during and after the conference event. The purpose of the research is to understand member, staff and organizational learning.

As part of this research, you will be invited to complete pre and post conference surveys. Responses are confidential and anonymous, and your participation is completely voluntary. Dr. Harkins will also be observing staff meetings and select events during the conference.





Conference Events


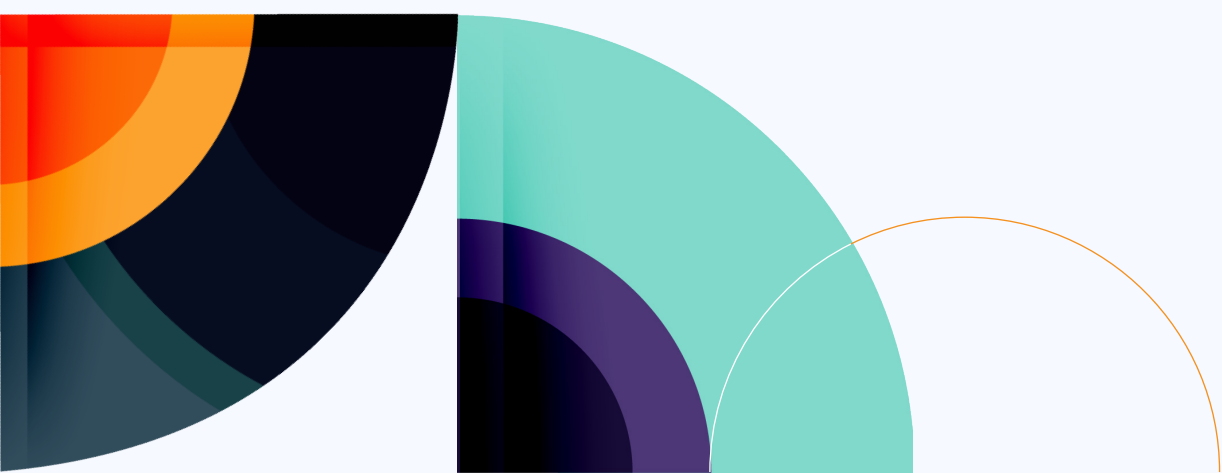
The conference is organized as a series of events that provide opportunities to learn through experience in a variety of social contexts. Each event offers a different view from which one experiences and perceives oneself and others, which may change over time. Participants develop different capacities as they adjust to the distinct dynamics of each event and explore the reality of their situation in the here-and-now. The events will begin and end promptly at the times designated. A schedule will be provided at registration.

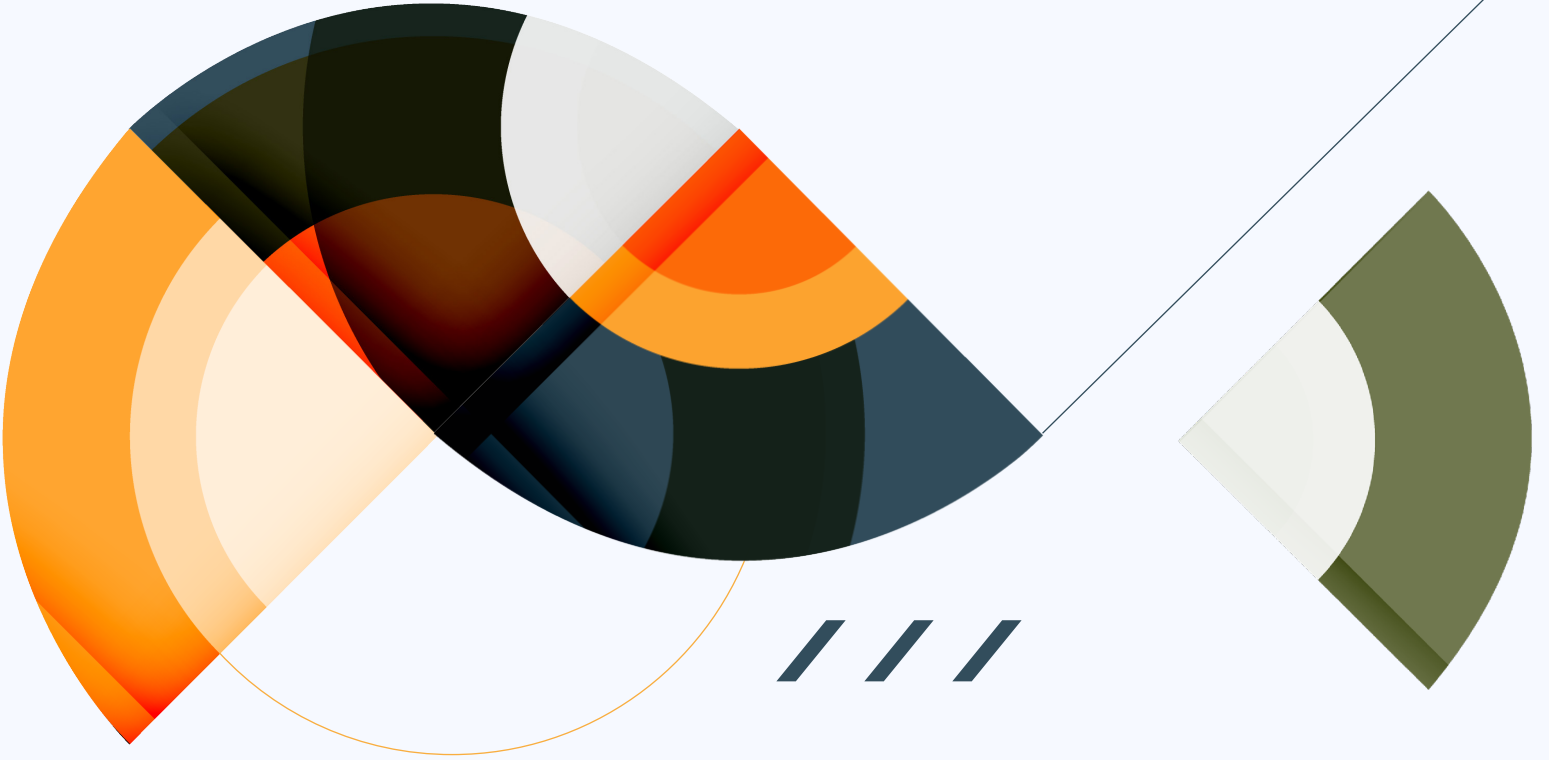
Opening and Closing Plenaries

These sessions open and close the conference, providing an opportunity for members and staff to express and explore their thoughts and feelings on crossing the boundary from the outside environment into the conference in the opening plenary (when the organization begins), and from the conference back to the outside environment in the closing plenary (when the organization ends).

Here and Now Small and Large Study Groups

Here-and-Now events use a “group-as-a-whole” context and focus on intra-group relations. Small study groups provide an opportunity to learn about dynamics in small groups similar to teams and committees, offering an intimate, face-to-face configuration. The small study group consists of no more than 12 members with one or two staff consultants. In contrast, large study groups provide an opportunity to study the systemic forces and dynamics that arise in large groups, such as groups in society where it is difficult or impossible to know or see every member face-to-face, and where group myths reflecting various assumptions can arise quickly and powerfully to impact behavior. A team of consultants will work with the large study group. The task of the small and large study groups is to study the conscious and unconscious dynamics of the group as they arise in the here-and-now.





Intersecting Systems Event

In the Intersecting Systems Event (ISE), members have an opportunity to form their own groups and determine their own group task. The ISE takes place during several sessions and provides an opportunity to study institutional forces that arise as different groups form and interact with each other. The primary task is to explore intersectionality and relatedness between and among groups and the conference system, and within the surrounding context.

Silent Event/ Social Sensing Matrix

All conference participants, members and staff, participate in these events. The task of these events is to explore the state of the conference system through silence, through creative expression, and through dreams and associations. The purpose of these events is to access conscious and unconscious dynamics of the whole system through a different means and form of expression.

Role Review and Application Groups

The task of these groups is to provide members the opportunity to reflect on the roles they have taken up and their experiences in conference events, and to begin to apply the learning to life outside the conference.



Staff

Staff design and manage the conference as a whole and take up consulting roles during conference events. As management, staff serve the primary task, aim and purpose of the conference by managing the conditions of conference events, particularly in relation to time, task and territory. Staff do not manage the participants or their behavior. Instead, participants are free to engage the primary task, aim and purpose as they choose and as they authorize themselves and each other to do.

As consultants, staff link their own experiences to the activities of the conference and offer working hypotheses and reflections that explore the unconscious aspects of the organizational behavior that is emerging. In these roles, staff are actively involved in the life of the conference.

Their interpretations focus on group level dynamics rather than on the individual, and on unconscious as well as conscious dynamics.

The ways in which staff work are always open for examination. Staff for the conference will be drawn from the list below, and may include others not listed here. A final list of staff will be provided at registration.



Administration

Director

Evangeline Sarda, JD, (she/her/hers) Associate Clinical Professor of Law, Boston College Law School; Faculty Director, Leaders Entering and Advancing Public Service (LEAPS), Prosecution Clinic, Criminal Justice Clinic; Chair, Diversity and Inclusion Task Force. Board member, Group Relations International (GRI). Treasurer, the Research and Education Collaborative with Al-Quds University. Past Postgraduate Fellow, Massachusetts Institute for Psychoanalysis. Member: AKRI, Midwest Center, NY Center, CSGSS (former board member).

Associate Director

Frank Dwyer, MA, MPA, MSt., MSW (he/him,his) Faculty, English and Criminal Justice Programs, Molloy College, NY. Board Member, New York City Civilian Complaint Review Board. Consults to police departments throughout the United States. Served for 30 years in the New York City Police Department. Member, Harvard Club of New York. Member, Honor Legion, NYPD. Member, New York Center for the Study of Groups, Organizations & Social Systems. Associate, A.K. Rice Institute (AKRI).



Director of Administration

Minnie Tao MA, LPC (she/her/hers) Psychotherapist, private practice. Member, Chicago Center for the Study of Systems and Group Organizations (CCSGO) and AKRI. Graduate of Counseling Program, Family Institute at Northwestern University.



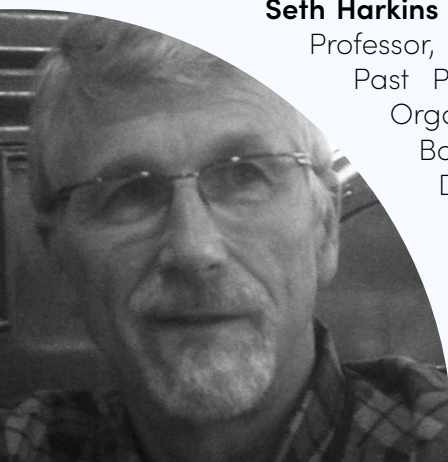
Administrator

Olive Mckeon, PhD. (she/her/hers) Adjunct Professor at the University of Hartford; Board member of Grex. Graduate of UCLA's department of World Arts and Cultures / Dance.

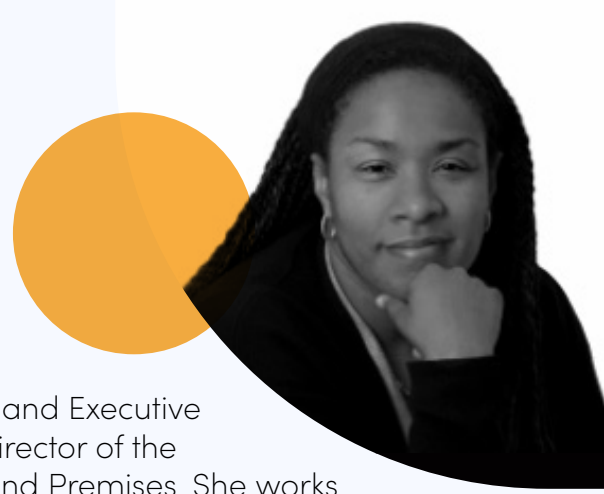


Researcher

Seth Harkins (he, him,his) Principal, Harkins Educational Consulting and Advocacy. Adjunct Professor, National Louis University, Chicago, IL. Associate and Board of Directors, AKRI. Past President and Member, Chicago Center for the Study of Groups and Organizations. Vice President and Board Member, Midwest Group Relations Center. Board Member, Illinois Community and Residential Services Authority. Board of Directors, Chicago Virtual Charter School. Executive Director and Board Member, Serenity Academy Chicago. Founding Board Member, China-American Society for the Study of Groups and Organizations. 35 years in public and private school administration. More than 30 years of Group Relations experience.



Additional Consultant Staff



Coreene Archer (she/her/hers) Organisation Consultant and Executive Coach, the Tavistock Institute for Human Relations; Co-Director of the Coaching for Leadership Programme; Head of People and Premises. She works with clients to find their own questions and explore issues of identity, power, race and gender and how they influence ways of working and understanding of themselves in role. She also works with young and emerging leaders as they shape a new aspect of their professional identity, and the often unacknowledged impact of race, gender and disability in leadership spaces.



Jeanine Baillie (she/her/hers) Senior Staff Psychologist and Interim Group Program Coordinator, Counseling and Psychological Services (CAPS), UC Berkeley. Member, Association of Postdoctoral and Psychology Internship Centers (APPIC) Diversity Committee. Graduate of William James College, Massachusetts.



Justin Brogden (he/him/his) Title IX Investigator, Massachusetts Institute of Technology. Principal at Brogden Legal. Private Attorney for the Committee for Public Counsel Services Children and Family Law Division. B.A., Oberlin College. JD, Boston College Law School.



Luisa Ehrich (she/her/hers) Clinical Fellow, Program for Psychotherapy at the Cambridge Health Alliance. MSW, Boston College. M.Ed., Harvard Graduate School of Education.



Annysa Polanco (she/her/hers) Associate Director of Diversity and Inclusion, Penguin Random House. Former staff member, The Posse Foundation. Candidate for Diversity Professional/Advanced Practitioner Certification (CCDP/AP), Cornell University. Trained Facilitator, Cultures Connecting. First-generation Latina. Mother. MSW, Boston College. Member, AKRI.

Isabelle Reiniger, LCSW (she/her/hers) Psychotherapist and Consultant, Private Practice in Evanston and Chicago, IL. Adjunct faculty, Loyola University in Chicago. Member, AKRI. Associate Member, Secretary for CCSGO in Chicago, IL. Graduate of the Child and Adolescent Psychotherapy Program, William Alanson White Institute.



Amber Williams (they/them; she/her) Area Coordinator for Residence Management, Villanova University. B.A. dual degree in Elementary and Special Education, Arcadia University. M.A. in Higher Education Leadership, University of San Diego. Trained facilitator in Intergroup Dialogue and Restorative Justice. Equity and Diversity workshop facilitator specializing in race relations and LGBTQ identities. Co-creator with Group Relations International. AKRI Member.



Phyll Zuberi MD, (he/him/his) Medical Director, Freedom Care Program, Cedar Hills Hospital (for active duty soldiers returning from Iraq and Afghanistan). MA, Political Science. Graduate of the Oregon Psychoanalytic Institute. Course Instructor, Political Negotiation Using Insights from Psychoanalysis. Affiliate Assistant Professor, Department of Psychiatry, Oregon Health and Science University (OHSU). Former Director, Psychiatric Consultation Liason Service, Providence St. Vincent Medical Centre. Past Lecturer at UT Southwestern Medical Center-Dallas, University of Florida, OHSU, KU Medical Center, UMKC, and LSU.



Attendance

A diverse membership creates the possibility for rich learning. All who are interested are encouraged to apply and join. The conference is designed to be a single integrated educational experience. Individuals who know in advance that they are unable to attend all sessions are discouraged from applying. Anyone who must leave for any reason is requested to inform the administration.

Special note: The conference is an educational endeavor and does not provide psychotherapy or sensitivity training. Although the experiential learning available can be stimulating and enriching, it can be emotionally demanding as well. Thus, applicants who are ill or experiencing significant personal difficulties should forgo participating at this time.

Continuing Education

The conference has been approved for 18.5 Social Work Continuing Education hours for re-licensure, in accordance with 258 CMR, NASW-MA Chapter CE Approving Program, Authorization Number D 81339.

Please email Minnie Tao at GRleastGRC@gmail.com no later than March 25 if you are seeking credit.



Conference Dates and Times

Begins Friday, March 27, 2020 at 4:00 PM
Ends Sunday, March 29, 2020 at 6:00 PM

Meals and Lodging

A light dinner will be available Friday evening. A continental breakfast will be available on Saturday and Sunday morning. Light refreshments will be available at each break. All other meals are the responsibility of members. The conference is nonresidential. Those who require assistance in securing overnight accommodations should contact Minnie Tao at GRleastGRC@gmail.com.

Conference Fees

EARLY BIRD
BY FEBRUARY 25, 2020

— \$375
— \$300
— \$225
— Other

REGULAR FEE
BY MARCH 20, 2020

— \$450
— \$375
— \$300
— Other

Basic Fee/General Public

Public Interest Fee/Boston College Staff Fee

Student Fee (please provide picture ID)

Reason for request: _____

The fee includes materials and light refreshments. A limited number of partial scholarships and fee discounts are available based on need and on the overall enrollment of the conference. Please contact **Minnie Tao** (GRleastGRC@gmail.com) for more information.

Total due: \$ _____

Please make checks **payable to Authority Workshop** and please send completed application form and check to: **Intersectionality GRC - P.O. Box 607687 Chicago, IL 60660**

If you would like to **apply on-line**, you may do so at <http://bit.ly/Intersectionality2020>

APPLICATION FORM

INTERSECTIONALITY: WORKING IN THE BORDERS OF RELATEDNESS AND DIVIDEDNESS

Authority, Power and Justice: Leadership for Change GRC Series at Boston College March 27-29, 2020

(*Indicates information that will be published to participants.)

*Name: _____

*Title/Role and Organizational Affiliation: _____

Home mailing address: _____

*City/Town: _____ *State: _____ Zip Code: _____

E-mail: _____

Phone: _____

Self-Identifiers (This information aids in making group assignments.)

Race: _____ Gender and preferred pronouns: _____

Sexual Orientation: _____

Ethnicity/ethnicities: _____

Age: _____ Religion/faith: _____ Neurodiversity: _____

Other ways that I self-identify: _____

Do you require special accommodations? If yes, please describe: _____

Name of close associates attending this conference, if any: _____

If there is anyone with whom you would prefer not to be in a Small Study Group, please state here.

(Although we cannot guarantee it, we will attempt to accommodate your preferences).

Brief description of work role/primary role: _____

Previous experience with Tavistock/ group relations conferences or other experiential learning: _____

What do you hope to learn from this conference? _____

Other information I would like you to know, including any concerns I have: _____

I have read all the conference details and hereby apply for membership to this conference. I understand that by completing and submitting this application, I authorize the sponsoring organizations to conduct the conference in the manner described in the brochure and on the site. I understand that Intersectionality: Working in the Borders of Our Relatedness and Dividedness is a group relations conference where attendance at all sessions is essential to learning and I affirm the intention to be present for the entire conference. I understand that the nature of group relations conferences involves high levels of direct and sometimes charged interactions with fellow participants that may be experienced as stressful. I have been advised NOT to attend this conference if I am experiencing a period of personal difficulty, if I become triggered by views different from my own, and/or I require people to refrain from adult language that I may consider offensive. I understand that registration is not complete until payment is made.

I agree with the terms and conditions stated above and my signature below confirms this.

Signature: _____

Date: _____

Withdrawal Policy: Requests to withdraw must be submitted by March 15, 2020 to receive a full refund. REGISTRATION DUE: Application and fee (payable to Authority Workshop) by March 15, 2020.



GROUP RELATIONS INTERNATIONAL



BOSTON
COLLEGE The Institute for the
Liberal Arts



BOSTON | **LAW**
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Endorsed by the A.K. Rice Institute
as a learning experience using
Group Relations theory and practice