Frederick A. Miller

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THE KALEEL JAMISON CONSULTING GROUP, INC. (KJCG)

CEO and Lead Client Strategist **2004-Present**

President, CEO and majority owner **1985-2004**

Leads one of the nation's most respected consulting firms specializing in strategic culture change with an emphasis on building inclusion. Works with numerous CEOs and senior level executives. Expanded the national reputation and client base of the Firm, increasing annual revenue from less than $1 million to several million dollars. Since 1970, KJCG has been assisting private and public sector organizations in engaging the talent and commitment of all people and unleashing the real power of the workforce for greater innovation and operational success.

Partner **1979-1985**

Joined Kaleel Jamison as her consulting and business partner in a two-person consulting firm, until her death in 1985.

CONNECTICUT GENERAL INSURANCE CORPORATION (NOW CIGNA) **1968-1979**

Served in several supervisory positions, managed training function of internal consultants, and was the first person of color in the company's 100+ year history to be hired at entry-level management trainee position and to become an officer of the company.

Starting in 1972, worked with Richard H. Kremer to facilitate and then direct the Intergroup Cooperation and Understanding (ICU) program, one of the first three diversity and culture change initiatives in the country. Thousands of Connecticut General employees participated in an array of educational events from Black-White, Woman-Man, and Transactional Analysis workshops, to Consulting Skills workshops co-facilitated with Peter Block, to one of the United States' first internally sponsored Life Planning workshops co-facilitated with Herb Shepard.

ACADEMIC POSITION

Adjunct Professor, American University/NTL Institute **2008-2009**

Offering a two-part course in differences in organizations. Teachings focus on how differences must be attended to and considered by organizational development practitioners in order to develop and implement change strategies.

BOARD OF DIRECTORS EXPERIENCE

CORPORATE

Ben & Jerry's Homemade, Inc. **1992-2000**

Ben & Jerry's Homemade, Inc., is a Vermont-based manufacturer of ice cream, frozen yogurt, and sorbet distributed throughout the United States and in selected foreign countries. Ben & Jerry's is dedicated to the creation and demonstration of a new corporate concept of linked prosperity.

- Member, CEO Search Committee, originated the famous *We Want You To Be Our CEO* essay contest
- Established the CEO evaluation process
- Chair, Social Mission and Work Culture Committee

BOARD OF DIRECTORS EXPERIENCE

COMMUNITY AND PROFESSIONAL

Hudson Partners Advisory Board   **2016-Present**

Pinchot (formerly Bainbridge Graduate Institute)   **2011-2017**
Bainbridge develops business solutions for the world's most pressing challenges specifically designed to integrate sustainability—environmentally and socially responsible practices.

Manufacturing Innovation Center at Rensselaer
(formerly Center for Automated Technology Systems at Rensselaer Polytechnic Institute)   **2011-Present**
The Manufacturing Innovation Center at Rensselaer (MIC) has a long history of working with industry in programs encompassing basic research through manufacturing system design and pilot line development.

One World Everybody Eats Foundation   **2010- 2018**
Named Board Member Emeritus   **2019**
One World Everybody Eats (OWEE) is a tax-exempt, non-profit organization offering an innovative, pay-what-you-can non-profit model that helps communities alleviate hunger at the local level.

The Sage Colleges, Trustee   **2005-2017**
Named Trustee Emeritus   **2019**
The Sage Colleges is an independent private institution of higher education comprised of three colleges: Russell Sage College, a comprehensive, undergraduate college for women in Troy, NY; Sage College of Albany, a co-educational undergraduate college of applied studies in Albany, NY; and Sage Graduate School.

Day & Zimmerman   **2004- Present**
Day & Zimmerman is a family-owned company founded over century ago. Specialization in construction & engineering, staffing and defense -- helping leading corporations and governments make the world a better place.

World Education   **2000-2011**
World Education is dedicated to improving the lives of people through economic and social development programs. It is well known for its work around the globe in community development, maternal and child health, school governance, literacy education, small enterprise development and HIV/AIDS education.

Historic Troy 2020   **1999-Present**
Historic Troy 2020 is a nonprofit board of directors organized to address the economic and cultural revitalization of the city of Troy, New York.

Kaleel Jamison Foundation, Chair   **1986-Present**
The Foundation was established to provide support for projects that create strategies for eliminating racism, sexism, and heterosexism in communities. The Foundation strives to direct change in communities through the support of catalysts within an overall context of fostering inclusive mindsets and behaviors.

Seton Health Foundation of Seton Health Systems   **1997-2013**
Seton Health Systems is a 22-site, comprehensive, integrated healthcare system serving three counties in upstate New York. The Foundation works to raise awareness and capital for healthcare issues that affect the residents of its service area.

American Society for Training & Development (ASTD)   **1999-2001**
Active Membership   **1977-Present**
ASTD is the premier international professional association and leading resource on workplace learning and performance issues. ASTD's membership includes more than 70,000 people working in the field of workplace performance in 100 countries worldwide.

The Institute for Development Research   **1989-2000**
The Institute for Development Research (IDR) was a nonprofit education, consulting, and research organization dedicated to promoting the participation of under-represented and impoverished groups in social, political, and economic development processes. The Institute's efforts focused primarily on developing countries in Asia and Africa. IDR merged with World Education in 2000.

Organization Development Network (OD Network)   **1986-1994**
Active Membership   **1973-Present**
OD Network is a value-based community of organization development professionals that supports members in their work in human organization and systems development and offers leadership and scholarship to the profession.

NTL Institute   **1981-1985**
Active Membership   **1977-Present**
NTL is a membership organization committed to advancing the field of applied behavioral science and eliminating oppression by offering training in the theory and practice of group dynamics, organizational change, and societal change and engaging in inquiry, knowledge building, and the publication of findings.
- Chair, Finance Committee—brought the organization back to financial viability
- Chair, Re-positioning Task Team, which designed and led the process that redefined NTL's mission, goals and processes for future success

COMMUNITY LEADERSHIP

Community 2022, Founder and Convener   **2000-Present**
Community 2022 annually brings together people from different countries, regions, professions, and backgrounds to discuss, question, and examine the effects of social, political, and economic issues on society, communities, and individuals, and how we collectively and individually can influence them to be better by 2022.

Institute for Inclusion, Co-Founder   **2003-2012**
The Institute for Inclusion is dedicated to impacting the world by making inclusion mindsets and behaviors preferred and common practices, and the language of inclusion the common language.

Troy 100 Forum, Founder and Convener   **2000-Present**
The Troy 100 Forum consists of CEOs, Executive Directors, and Presidents of businesses, universities, and colleges as well as community, religious, and cultural leaders brought together to discuss topics of public concern to the city of Troy, New York.

TEDx, Organizer & Host   **2013-2015**
TEDx is an independently organized event, which gives communities the opportunity to have local TED-like experience. TED is a nonprofit devoted to "Ideas Worth Spreading." TEDx events are held periodically with licensing permission from TED.

EDUCATION

Lincoln University   **1968**
B.A., Political Science

AWARDS

Sammy Spirit Award   **2020**
Presented by the Downtown Troy Business Improvement District (BID).

OD Network Outstanding Article in OD Practitioner   **2019**
Presented by the OD Network for the article *AI X I = AI² The OD Imperative to Add Inclusion to the Algorithms of Artificial Intelligence*.

Distinguished Scholar-Practitioners Award   **2019**
Presented by the Academy of Management.

Winds of Change Award   **2018**
Presented by the Forum on Workplace Inclusion.

Honorary Doctorate of Humane Letters   **2017**
Presented by The Sage Colleges, Troy, NY.

OD Network Outstanding Article in OD Practitioner   **2015**
Presented by the OD Network for the article *4 Keys for Accelerating Collaboration*.

Legends of Diversity   **2012**
Presented by ISDIP.

Frederick A. Miller Service to the OD Network Award   **2010**
This honor was created in his name and continues to be awarded today.

Accor Services Global HR Excellence   **2008**
Presented by World HRD Congress.

***The Age of Heretics* Forerunner of Corporate Change**   **2008**
As identified in the book by Art Kleiner.

Asia-Pacific HRM Congress HR Leadership Award   **2008**
Presented by the Asia-Pacific HRM Congress, Mumbai, India.

Lifetime Achievement Award   **2007**
First person of color to receive the award. Presented by the Organization Development Network.

Small Business Person of the Year   **2006**
First African American recipient. Presented by the *Business Review,* Albany, New York.

Lifetime Achievement Award   **2006**
First African American recipient. Presented by Albany-Colonie Regional Chamber of Commerce Small Business Council.

Independent Entrepreneurial Training & Development Professional of the Year   **2002**
Presented by the Hudson-Mohawk ASTD chapter.

Outstanding Service to the OD Network Award   **1999**
The first recipient of this recognition. Presented by the Organization Development Network.

Recognition

Pioneer of Diversity by *Profiles of Diversity Journal*   **2007**
Named one of forty Pioneers.

PUBLICATIONS

Books

Katz, Judith H., Miller, Frederick A. (2018). *Safe Enough to Soar: Accelerating Trust, Inclusion, and Collaboration in the Workplace. San Francisco, CA: Berrett-Koehler*

Katz, Judith H., Miller, Frederick A. (2013). *Opening Doors to Teamwork & Collaboration: 4 Keys that Change Everything. San Francisco, CA: Berrett-Koehler*

Katz, Judith H., Miller, Frederick A. (2008). *Be BIG: Step Up, Step Out, Be Bold.* San Francisco, CA: Berrett-Koehler.

Miller, Frederick A., Katz, Judith H. (2002). *The Inclusion Breakthrough: Unleashing the Real Power of Diversity* San Francisco, CA: Berrett-Koehler.

Cross, Elsie Y., Katz, Judith H., Miller, Frederick A. Managing Editor] and Seashore, Edith W. (1994). *The Promise of Diversity: Over 40 Voices Discuss Strategies for Eliminating Discrimination In Organizations.* Boston, MA: Irwin/NTL.

Chapters

Miller, F.A., Katz, J.H., and Biggs, M. (2019) Accelerating the Development of Inclusive Leadership in Global Materials Organization.

Miller F.A. and Katz, J.H. (2012). We Start By Securing Leaders' Commitment. In Weisbord, M (Ed). Productive Workplaces: Dignity, Meaning, and Community in the 21st Century, 3rd Edition. San Francisco, CA: Jossey-Bass, 105, 106, 436, 437.

Katz, J.H. and Miller, F. A. (2009). Inclusion: The *HOW* for the Next Organizational Breakthrough. Rothwell, W., Stavros, J., Sullivan, A. and Sullivan, R., Eds. *Practicing Organization Development: A Guide for Leading Change, 3rd Edition*. San Fransisco,CA: Jossey-Bass/Pfeiffer, 434-443.

Katz, J.H. and Miller, F.A. (2009). "Inclusion: The *HOW* for Organizational Breakthrough." In *Practicing Organization Development*, Third Edition. Rothwell, Sullivan, Stavros and Sullivan (Eds). San Francisco, CA: Jossey-Bass/Pfeiffer, 434-443.

Katz, J.H. and Miller, F.A. (2006). "Do Your Behaviors Promote a Culture of Inclusion?" In *2006 ASTD Organization Development and Leadership Sourcebook*. Silberman and Philips (Eds). Alexandria, VA: ASTD Press, 99-106.

Katz, J.H. and Miller, F.A. (2005). "Hello: An Exercise in Building an Inclusive Community." In *2005 ASTD Team and Organization Development Sourcebook*. Silberman and Philips (Eds). Alexandria, VA: ASTD Press, 5-8.

Katz, J.H. and Miller, F.A. (2004). "Organizational Diagnosis: Perception Exchange." In *2004 Team and Organization and Development Sourcebook*. In Silberman and Philips (Eds). Poughkeepsie, NY: Inkwell Publishing, 5-8.

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Miller, Frederick A. (2002) "Enhances Team Feedback: It's in the Cards," in *The Team and Organization Development Handbook 2003*. Princeton, NJ: Active Training.

Miller, Frederick A., Jamison, Corey L. (2002). "Is Your Organization a Safe Place to Shine?" in *2002 Team and Organization Development Sourcebook*. Silberman, Mel. (Ed). Boston, MA: McGraw-Hill.

Miller, Frederick A. (2001). "Is Your Organization Worthy of the Best People?" in *2001 Team and Organization Development Sourcebook*. Silberman, Mel (Ed) Boston, MA: McGraw-Hill.

Miller, Frederick A. (1999). "Opening the Johari Window," "Cultural Diversity: Social Justice or Individual Differences?" "Going Forward" in *Reading Book for Human Relations Training, 8th Edition* Alexandria, VA: NTL Institute.

Miller, Frederick A. (1998). "The Aligned, Focused Organization: A Strategic Template for High Performance and Sustainable Success" in *Evolving New Organizations Through People: A Global Agenda Under Characteristics of a High Performing Work Culture*. Akhilesh, K.D., et al (Ed). New Delhi, India: New Age International Limited.

Miller, Frederick A., Katz, Judith H. (1996). "Between Monoculturalism and Multiculturalism: Traps Awaiting the Organization" in *OD Classics: The Practice and Theory of Change - The Best of OD Practitioner*. Hoy, Judith C., Van Eynde, Dixie C., and Van Eynde, Donald (Eds). San Francisco, CA: Jossey-Bass.

Miller, Frederick A., Katz, Judith H. (1996). "Teaming High Performance with Inclusion: A Case in Progress" in *Cultural Diversity Sourcebook*, Abramms, Bob. and Simons, George F. (Eds). Amherst, MA: ODT, Inc.

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Miller, Frederick A. (1994). "Forks in the Road: Critical Issues on the Path to Diversity," "When Diversity Means Added Value" in *The Promise of Diversity: Over 40 Voices Discuss Strategies for Eliminating Discrimination In Organizations*. Cross, Elsie Y., Katz, Judith H., and Seashore, Edith W. (Eds) Boston, MA: McGraw-Hill Professional Publishing.

Miller, Frederick A., Katz, Judith H. and Schnidman, A. A. (1989). "It's in the Cards: Sharing Team Perceptions" in *The 1989 Annual: Developing Human Resources*. Pfeiffer, John W. (Ed). San Diego, CA: University Associates.

Journals and Magazines

Katz, J.H. and Miller, F.A. (Summer 2019). "Is Your Organization Safe Enough to Soar? Creating Interaction Safety," Leader to Leader. 93, 35-41.

Katz, J.H. and Miller, F.A. (Winter 2014). "4 Keys To Accelerating Collaboration," OD Practitioner. 46 (1), 6-11.

Katz, J.H. and Miller, F.A. (Fall 2013). "Judging Others Has Not Worked. . .So Let's Join Them," Leader to Leader. 70, 51-57.

Katz, J.H. and Miller, F.A. (Sep 2012). "Bring Back The Feedback," Human Resources. 40-41.

Katz, J.H. and Miller, F.A. (2012). "Inclusion: The HOW for the Next Organizational Breakthrough," Practising Social Change The NTL Institute for Applied Behavioural Science. 5, 16-22.

Katz, Judith H, and Miller, Frederick A. (Spring 2012). How Human Dynamics Creates Winners and Losers Using Inclusion as a HOW for Successful Mergers and Acquisitions. OD Practitioner, 44 (3).

Miller, Frederick A. (2012) The Hidden Message in the Knowledge Worker Revolution. The Pfeiffer Annual, 2

Katz, J.H. and Miller, F. A. (June 2010). The Need for Speed: It starts with Interaction. *Chief Learning Officer: Solutions for Enterprise Productivity,* 9(6), 34.

Katz, Judith H. and Miller, Frederick A. (April 2009). "Inclusive Leadership: Creating Connections," *ASTD Links*.

Miller, Frederick A. (Fall 2008). "A Need to Connect: The Role of OD in Bringing Down the Barriers to Connection," *OD Practitioner: Journal of the Organization Development Network*. 40 (2) 46-48.

Katz, Judith H. and Miller, Frederick A. (August 2008). "Be BIG: Create New Mindsets," *Leadership Excellence*. 25 (8)10.

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Katz, Judith H. and Miller, Frederick A. (July/August 2007). "Inclusion 3.5: Our View of the Future," *Profiles in Diversity Journal*. 9 (4) 50-51.

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Katz, Judith H. and Miller, Frederick A. (May 2007). "Inclusion 3.5: Our View of the Future," *Strategic Diversity & Inclusion Management Magazine*.

Katz, Judith H. and Miller, Frederick A. (Spring 2007). "The Next Leap Forward: Diversity and Inclusion—An OD Opportunity," *OD Practitioner: Journal of the Organization Development Network*. 39 (2).

Miller, Frederick A. and Katz, Judith H. (August 2006). "Total System Change Intervention: The Need for Inclusion," *ASTD Links*.

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Miller, Frederick A. and Katz, Judith H. (2005). "OD and the Triple Bottom Line: Partnering with Socially Responsible Businesses to Live Their Values," *OD Practitioner: Journal of the Organization Development Network*. 37 (3).

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Miller, Frederick A., and Katz, Judith H. (2004). "Boomer Bust: Big Problems Ahead for Organizations," *Chief Learning Officer*.

Miller, Frederick A., and Katz, Judith H. (Spring/Summer 2004). "People in a Box," *New York State HR Review*.

Miller, Frederick A., and Katz, Judith H. (March 2004). "Redefining the Imperative for Leveraging Diversity and Inclusion: A Fresh Look," *CEO Refresher*.

Miller, Frederick A., and Katz, Judith H. (July 2003). "Cultural Readiness," *ASTD Links in Practice.*

Miller, Frederick A., and Katz, Judith H. (April/May 2003). "Leveraging a Diverse Workforce," *Cultural Diversity at Work Online.*

Miller, Frederick A., and Katz, Judith H. (February 2003). "The Elements of an Inclusion Breakthrough," *Human Resource Digest*.

Miller, Frederick A., and Katz, Judith H. (Winter 2003). "New Definitions of Competence," *Perdido*.

Miller, Frederick A., and Katz, Judith H. (August 2002). "Unleashing the Power of Diversity: The Inclusion Breakthrough," *Affirmative Action Solutions*.

Miller, Frederick A., and Katz, Judith H. (August 2002). "The Inclusion Strategy," *Executive Excellence*.

Miller, Frederick A., and Katz, Judith H. (Summer 2002). "Diversity in a Box and How to Break Through," *Reflections.*

Miller, Frederick A. (May 2002). "Kaleel Jamison, Pioneer Woman," *Cultural Diversity at Work.*

Miller, Frederick A. (April 2002). "Who Will Take the Baton?" *Practicing.*

Miller, Frederick A., and Katz, Judith H. (2002). "Inclusion Breakthrough: System-wide Change," *Consulting Today.*

Miller, Frederick A. (Winter 2001). "Many Faces of Leadership in the Growth of the ODN's People of Color Conference," *OD Practioner: Journal of the Organization Development Network.*

Miller, Frederick A. (Winter 2001). "Moving From One-up to All-up," *ASTD Performance in Practice.*

Miller, Frederick A., and Katz, Judith H. (Fall 2001). "Diversity and Inclusion as a Major Culture Change Intervention: A Case Study," *OD Practitioner: Journal of the Organization Development Network.*

Miller, Frederick A., and Katz, Judith H. (Fall 2001). "Moving Beyond Diversity Programs to Leverage Diversity as a Way of Life," *Performance in Practice.*

Miller, Frederick A. (October 2000). "The United States by the Numbers," *Leadership and Management in Engineering.*

Miller, Frederick A., DaRos, Dennis J. and Gans, Roger S. (Fall 2000). "Confronting Racism: Keys to Building Inclusion," *Campaign to Promote Racial Justice.*

Miller, Frederick A. (Fall 2000). "Whose Voice Is At Your Table?" *SVN Network News.*

Miller, Frederick A. (March 2000). "Paying for Expectations," *HR Professional*.

Miller, Frederick A., DaRos, Dennis J. and Gans, Roger S. (January 2000). "Confronting Racism: What Cities Can Do," *Western City Magazine.*

Miller, Frederick A., and Katz, Judith H. (December 1999). "Organizational Myths Perpetuate Racism," *SVN Network News.*

Miller, Frederick A., and Katz, Judith H. (September 1999). "Find Your Keepers," *Global Village News.*

Miller, Frederick A., and Katz, Judith H. (June 1999). "Not Just Numbers," *Global Village News.*

Miller, Frederick A., and Katz, Judith H. (April 1999). "Beyond Tokenism," *Global Village News.*

Miller, Frederick A., and Katz, J. H. (Spring 1999). "Exclusion Is Still the Norm," *Next Step Magazine.*

Miller, Frederick A. (March 1999). "The Age of Ageism," *MTC Inclusion Newsletter*.

Miller, Frederick A., Gans, Roger S. and Katz, Judith H. (December 1998). "How to Become a 'Worthy' Organization, *HR Reporter*.

Miller, Frederick A., and Katz, Judith H. (December 1998). "Pioneers Still Die Young," *Global Village News.*

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Miller, Frederick A., and Katz, Judith H. (June 1998). "New Competencies for a New Workplace," *Global Village News.*

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Miller, Frederick A., and Katz, Judith H. (March 1998). "Remembering the Pioneers," *Cultural Diversity at Work*.

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Miller, Frederick A. (December 1997). "Race: A 'Problem' That Won't Go Away," *Global Village News.*

Miller, Frederick A., and Katz, Judith H. (October 1997). "A New Set of Rules for Leaders," *Global Village News.*

Miller, Frederick A. (August 1997). "Profit From Your Mistakes," *Global Village News.*

Miller, Frederick A., and Katz, Judith H. (July 1997). "Re-recruiting Your Key People," *Cultural Diversity at Work*.

Miller, Frederick A., and Katz, Judith H. (June 1997). "Becoming an Employer of Choice: An Organizational Imperative for Inclusion," *Global Village News.*

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Miller, Frederick A., and Katz, Judith H. (Spring 1996). "Coaching Leaders Through Culture Change," *Journal of Consulting Psychology*.

Miller, Frederick A. (April 1995). "Corporate America Must Open Its Eyes," *HR Focus*.

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Miller, Frederick A., and Katz, Judith H. (May 1991). "A Model for Total Systems Change: Developing High Performing Culturally Diverse Organizations," *Cultural Diversity at Work*.

Miller, Frederick A., and Katz, Judith H. (1991). "Developing 'High Performing Culturally Diverse' Organizations," *Training and Culture Newsletter*.

Miller, Frederick A., and Katz, Judith H. (Spring 1990). "A Multicultural Organizational Development Model," *Multicultural Network Newsletter.*

Miller, Frederick A., and Katz, Judith H. (Fall 1988). "From Monoculturalism to Multiculturalism: Traps On the Way," *Journal of Religion and the Applied Behavioral Sciences*.

Miller, Frederick A., and Katz, Judith H. (1988). "Sexual Harassment Policy, Philosophy and Procedures," *BNAC Communicator.* Washington, DC: Bureau of National Affairs.

Miller, Frederick A., and Katz, Judith H. (Fall 1987). "The Potential of Women and Men Working Together," *ASTD Women's Newsletter*. Association for Training and Development.

Online Publications

Katz, Judith H. and Miller, Frederick A. (Jun 2019). "Is It Safe? Fostering Interaction Safety to Increase Performance." Training Industry.

Katz, Judith H. and Miller, Frederick A. (May 2013). "The Hidden Waste In Manufacturing – and How to Address It." ASTD Links.

Katz, Judith H. and Miller, Frederick A. (May 2013). "Want Greater Collaboration It's Time to Start Joining." ASTD Links.

Katz, Judith H. and Miller, Frederick A. (May 2013). "Inclusion: Changing the Interaction to Change the Process: Effectively Engaging Others Begins With a Fundamental Shift from Judging to Joining." Industry Week .

Miller, Frederick A. (January 2013). "Say Goodbye to Culture." ASTD Links.

Miller, Frederick A. (January, 2013). "A Moment for Focus on the Larger Purpose." Social Venture Network Impact Blog.

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Miller, Frederick A. (January, 2012). "How Are You As a Human Being on Earth?" ASTD Links.

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Miller, F.A. and Katz, J.H. (June 2005). "Road Map for the Path to Strategic Culture Change," Linkage, Inc. (www.linkageinc.com).

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INTERVIEWS

Remarkable Leadership Learning System with Kevin Eikenberry, interviewed with Katz, Judith H. (August 2013*)*

Financial Spectrum- WKXL Thoughtful Community Radio, interviewed with Katz, Judith H. (May 2013)

Doing Still More with Less from The Ken Blanchard Companies, interviewed with Katz, Judith. H. (April 2013)

Leadership Matters with Dr. G - VoiceAmerica Business Channel, interviewed with Katz, Judith H. (February 2011)

Morning Edition's Workplace – National Public Radio, interviewed with Jamison, Corey L. (January 2006)

The Schenectady Gazette, "For Troy Firm, Diversity is Just One Key to Success," (February 2004)

The New York Times, "Black, White or Gray: Statistics and Emotions Clash in Corporate Bias Cases." (June 2005)

*ASTD Lin*ks, "Breaking out of 'Diversity in a Box' A Q&A with Judith Katz and Frederick Miller." (February 2003)

DiversityInc.com, "Media Flaps: The Aftermath of Diversity Missteps." (February 2003)

DiversityInc.com, "First Diversity, Then Total Organizational Change, Urges This Leader." (November 2002)

Bcentral.com, "Diversity Pays Off for Everyone." (September 2002)

The Philadelphia Tribune, "Writers Say Inclusion Will Pay Off." (September 2002)

Affirmative Action Solutions, "Ask the Expert.*"* (August 2002)

Upscale, "Over the Rainbow." (August 2002)

DiversityInc.com, "Top 10 Companies for Diversity for 2002." (May 2002)

DiversityInc.com, "Avoid the Diversity Car Wash: Diversity Training That Sticks." (December 2001)

DiversityInc.com, "Top 10 Companies for Diversity for 2001." (May 2001)

HR Executive, "Keeping the Keepers." (September 1997)

Kansas City Star, "Diversity is a Wave of the Future." (December 1992)

The Charlotte Observer, "Diversity: From Issue to Action." (December 1992)

Training & Culture, "Cultural Diversity: Leverage for Change." (September 1990)

SPEECHES AND PRESENTATIONS

Applied Behavioural Science Summit, "Back to Basics." November 2019.

 Organization Development Network Annual Conference, "Creating Interaction Safety: An OD Intervention." Presented with Katz, Judith H. October 2019.

Academy of Management, "It's Time to Change the Basics: Creating Interaction Safety and a Joining Culture." Presented with Katz, Judith H. August 2019.

British Columbia Organization Development Meeting, "Safe Enough to Soar." Presented with Katz, Judith H. June 2019.

Association for Talent Development Conference, "7 Steps for Building Interaction Safety in Your Workplace." Presented with Katz, Judith H. May 2019.

Forum on Workplace Inclusion, "Safe Enough to Soar: Accelerating Trust, Inclusion, and Collaboration in the Workplace." Presented with Katz, Judith H. April 2019.

Pacific Northwest Organization Development Meeting, "Enabling Individuals and Organizations to Soar." Presented with Katz, Judith H. November 2018.

Organization Development Network Annual Conference, "Safe Enough to Soar: Accelerating Trust, Inclusion, and Collaboration in the Workplace." Presented with Katz, Judith H. October 2018.

NTL Workshop, "Developing the Organizational and Personal Self (D/OPS) Lab." Presented with Judith Katz, Ilene Wasserman, and Yabome Gilpin-Jackson. September 2018.

NTL Workshop, "Master Class in Inclusion and Diversity." Presented with Judith Katz and Tara Whittle. June 2018.

Association for Talent Development Conference, "Joining, Not Judging: Bridging Divides to Enhance Interactions and Create Inclusive Workplaces." Presented with Judith Katz. May 2018.

Rensselaer County Chamber of Commerce, "Diversity by Design." April 2018.

Organization Development Network Annual Conference, "Joining, Not Judging: Bridging Divides to Enhance Interactions and Create Inclusive Workplaces." Presented with Katz, Judith H. October 2017.

Association for Talent Development International Conference and Expo, "From My Turf to One Team: Developing Global Leadership Mindsets." Presented with Judith Katz, May 2017.

National Hispanic Corporate Council Annual Summit, "Bring Back the Feedback: Inclusive Leadership Development that Works." Presented with Judith Katz, April 2017.

The Forum on Workplace Inclusion Annual Conference, "Beyond

Organization Development Network Annual Conference, "The Boss is Dead: The Future of Leadership and Its Implications for OD," Presented with Katz, Judith H. October 2014.

Day & Zimmermann People of Color Resource Group, "Accelerating Collaboration: Eliminating Waste in your Interactions." June 2014.

Organization Development Network Webinar, "Eliminating Waste in Interactions." Presented with Katz, Judith H. June 2014.

International Society for Organization Development Webinar, "Opening Doors: 4 Keys that Change *EVERYTHING.*" Presented with Katz, Judith H. March 2014.

Organization Development Network Webinar, "Collaboration: Change the interaction, change the results." Presented with Katz, Judith H. January 2014.

Benedictine Scholars Seminar, "Opening Doors and Creating an Inclusion Breakthrough." Presented with Katz, J. April 2013

Singapore Management University, "4 Keys that Change EVERYTHING: Lessons from the Journey to Greater Collaboration and Teamwork." Presented with Katz, J. March 2013.

Organization Development Network Annual Conference, "Partnering with Today's Companies for Transformation," Presented with Katz, Judith H. October 2012.

International Society of Diversity and Inclusion Professionals, "Inclusion as the HOW (Part 1): The Key to Organizational Success and Inclusion as the HOW and (Part 2): Behaviors, Mindsets and Technologies." Presented with Katz, Judith H. April 2012.

Organizational Development Network Conference, "Kurt Lewin Master Class Series with Fred Miller." November 2011.

Organizational Development Network Conference, "Dancing on the Edge with Chaos – Power Shifts that are Changing Organizations Forever." Presented with Katz, J. October 2011.

NTL Annual Meeting, "Inclusion Breakthrough – Unleashing the Power of People to Co-Create Radical, Fast and Lasting Change." Presented with Jamison, C. August 2011.

University of Cincinnati, Opening Address – The Diversity Recruitment Training Institute. Presented with Katz, J. July 2011.

Goddard College, "Creating Breakthroughs in Organizations: Inclusion as the *HOW*." Presented with Katz, J. May 2011.

NTL Festival of Learning, "Be BIG." Presented with Katz, J. October 2010.

Linkages Summit on Leading Diversity, "Through Inclusion as the *HOW*ᔆᴹ Peer-To-Peer Leadership." Presented with Katz, J. April 2010.

Organizational Development Network Annual Conference, "A Peer-to-Peer Process for Accelerating Culture Change." Presented with Davis-Howard, V. October 2010.

EcoEssence first Keynote speaker, Ecolab Corporation Executive Speakers Series, "Navigating the Organization for Career and Personal Success: Nine Must Dos." Presented with Katz, Judith H. April 2009.

Alliant University Guest Lecture, "Building an Organization of Giants: Creating an Organization Where ALL People can do Their Best Work." Presented with Katz, Judith H. April 2009.

Day & Zimmermann Executive Retreat, "Are You Ready? Organizational and Individual Transformation for the Coming Decades." Presented with Katz, Judith H. April 2009.

OD Network Annual Conference, "Building an Organization of Giants: Creating an Organization Where ALL People Can do Their Best Work." Presented with Katz, Judith H. October 2008.

Asia OD Summit, "Inclusion: The Key to Successful Organization Transformation," October 2008

Asia OD Summit, "Twelve Inclusive Behaviors: Enabling Individuals and Teams to do Their Best Work for Long-term Success," October 2008

ASTD International Conference, "Raising the Bar on Culture Change: Taking a Giant Leap Through Inclusion." Presented with Katz, Judith H. June 2008.

Linkage Best of Organizational Development Summit, "Building an Inclusion Mindset—Getting Everyone Fully in the Game." Presented with Katz, Judith H. May 2008.

Linkage Summit on Leading Diversity, "Organizational Transformation and the Inclusion Mindset." Presented with Katz, Judith H. April 2008.

Chesapeake Bay Organization Development Network Annual Conference, "Seven Upheavals that are Changing the Practice of OD." March 2008.

AU-NTL Segal-Seashore Fellowship Workshop, "Raising the Bar on Culture Change: Taking a Giant Leap Through Inclusion." Presented with Katz, Judith H. March 2008.

Federal Reserve System EEO Conference, "The Inclusion Breakthrough: Unleashing the Real Power of Diversity," Presented with Katz, Judith H. March 2008.

State Farm Insurance, "Diversity and Inclusion: Learning and Growth through Perspectives and Experience," Presented with Katz, Judith H. December 2007.

OD Network Annual Conference, "Taking a Giant Leap through Inclusion." Presented with Katz, Judith H., Plager, Debbie, Vales, Elizabeth. October 2007.

Linkage Best of Organizational Development Summit, "Ageism and the Need for Multigenerational Organizations." Presented with Katz, Judith H. May 2007.

Linkage Summit on Leading Diversity, "Inclusion 3.5: Diversity is Not Enough." Presented with Katz, Judith H. April 2007.

Blue Diversity Conference, "Inclusion 2.0: Diversity is Not Enough." Presented with Biggs, Monica E. April 2007.

St. John Fisher College Wegmans School of Nursing Diversity & Healthcare Day, "Are Organizations Ready for Today's Students?" Presented with Katz, Judith H. March 2007.

Linkage Summit on Leading Diversity Teleconference, "Leading Change: Must-Have Competencies for Diversity," Presented with Katz, Judith H. March 2007.

OD Network Annual Conference, "Building Multigenerational Organizations: More than Passing the Baton." Presented with Jamison, Corey L. November 2006.

Treasury Executive Institute, "Creating a Breakthrough Inclusion Mindset," Presented with Katz, Judith H. June 2006.

ASTD International Conference, "Inclusion is a Key to Organizational Transformation." Presented with Katz, Judith H. May 2006.

Blue Cross & Blue Shield 2006 Blue Diversity Conference, "A Strategic Approach to Diversity and Inclusion as a key to Organizational Transformation." Presented with Katz, Judith H. April 2006.

Linkage Summit on Leading Diversity, "Total Systems Change Intervention: Leveraging Diversity and Inclusion." Presented with Katz, Judith H. April 2006.

Linkage Summit on Leading Diversity, "Passing the Baton." Presented with Jamison, Corey L. April 2006.

OD Network Annual Conference, "Passing the Baton: The Generational Crisis Ahead." Presented with Jamison, Corey L. November 2005.

ASTD International Conference, "Passing the Baton: Strategies for Generational Shifts in Leadership." Presented with Volk, C. June 2005.

Linkage Summit on Leading Diversity, "Developing an Inclusion Mindset: Practical Low-Cost Strategies for Dramatic Change." Presented with Katz, Judith H. April 2005.

The Sage Colleges Winter Commencement, "The World Needs You." December 2004.

Linkage Summit on Leading Diversity, "Developing an Inclusion Mindset: Practical Low-Cost Strategies for Dramatic Change." Presented with Katz, Judith H. April 2004.

Social Venture Network (SVN) Spring Conference, "Diversity: Challenging Our Personal Assumptions." Presented with Katz, Judith H. April 2004.

Cleveland State University Diversity Dialogue, "Linking Diversity to Your Core Business: Lessons from the Journey." Presented with Katz, Judith H. February 2004.

Seattle Northwest Diversity Series, "Positioning for a New Type of Teamwork." Presented with Katz, Judith H. January 2004.

Columbia-St. Mary's, "Creating an Inclusion Mindset at Columbia-St. Mary's." Presented with Katz, Judith H. November 2003.

Rainbow/PUSH Plenary Session – 4th Annual Auto Symposium, "There is an Alarm at the Gate." October 2003.

OD Network Annual Conference, "Coaching Executives: 10 Lessons for Sustaining the Journey." Presented with Jamison, Corey L. May 2003.

ASTD International Conference, "Cultural Readiness: Leveraging an Organization's Current State for Increasing Diversity." Presented with Katz, Judith H. May 2003.

Linkage Summit on Leading Diversity, "Positioning Diversity for Success: Strategic Change and Bottom Line Results." Presented with Katz, Judith H. March 2003.

Linkage Organizational Development Summit, "Challenging Ourselves and the System." Presented with Katz, Judith H. March 2003.

OD Network Annual Conference, "The Inclusion Breakthrough: Unleashing the Real Power of Diversity." Presented with Katz, Judith H. October 2002.

American Association of School Personnel Annual Conference, "Creating a High Performing Culture of Inclusion." October 2002.

4th Annual Shell Diversity Conference, "Creating an Inclusion Breakthrough for Higher Performance." Presented with Allen, Glenn P. September 2002.

84th Annual Conference on Human Issues in Management, "Creating an Inclusion Breakthrough: Unleashing the Real Power of Diversity." Presented with Katz, Judith H. July 2002.

ASTD International Conference, "The Inclusion Breakthrough." Presented with Katz, Judith H. June 2002.

Linkage Diversity Summit, "The Inclusion Breakthrough: Unleashing the Real Power of Diversity." Presented with Katz, Judith H. and Moore, Karen R. April 2002.

SVN Spring Conference, "Race, Economics, and Social Justice: Bridging a Different Divide." April 2002.

Troy School District Superintendent's Day, "Shining Stars: Critical Elements for Success." March 2002.

Sponsor-a-Scholar Annual Meeting, "The Potential in Every One of Us." December 2001.

Linkage Organizational Development Summit 2001, "Finding Our True Colors: The Ongoing Transformation of the Eastman Kodak Company." Presented with DaRos, Dennis J. October 2001.

Organization Development Network Annual Conference, "Strategic Culture Change: Moving Beyond Best Practices to Achieve Higher Performance." Presented with Katz, Judith H. October 2001.

ASTD International Conference, "Four Stages for a Successful Culture Change Effort." Presented with Jamison, Corey L. June 2001.

Rensselaer Polytechnic Institute Lewis Howard Latimer Research Conference Room Dedication, "Are Our Organizations Ready for Today's Students?" May 2001.

Linkage Summit on Leading Diversity, "Creating an Organizational Culture That Leverages Diversity for Higher Performance." Presented with Katz, Judith H. March 2001.

Hudson-Mohawk ASTD Annual Trainer's School, "Strategic Culture Change —More Than a Training Intervention." Presented with Jamison, Corey L. March 2001.

New York State Personnel Council Conference, "Key Challenges and Opportunities for Organizations." May 2000.

Net Impact Pre-Conference, "Building the Dynamic Organization: Doing Business with Passion, Spirit, Soul—and You!" Presented with Katz, Judith H. November 1999.

OD Network Annual Conference, "Our Values: A Way of Life AND a Way of Doing Business." Presented with Katz, Judith H. October 1999.

Public Human Resource Management Conference, "Winning Strategies for Creating a High-Performing, Inclusive Workplace." March 1999.

OD Network Annual Conference, "No 'Job for Life,' So You'd Better Make Me Happy: Creating Worthy Organizations." Presented with Katz, Judith H. November 1998.

Human Resource Executive Forum, "Building a 'Worthy' Organization." September 1998.

SVN Annual Conference, "Strengthening Our Community: Sharing Our Values, Our Passions and Our Work." Presented with Katz, Judith H. April 1998.

National Training Laboratories 50th Anniversary, "NTL's Contribution to Organizations and Their Development." July 1997.

8th Circuit Annual Judicial Conference, "Perspective: The Court Needs to Support the Great American Experiment." July 1997.

OTHER MEDIA

The Adventures of B. Brave
Producer   **1998**
This video's simple story of a community of circles helps organizations begin to rekindle the creativity and innovation of their employees, creating an environment of support and growth leading to high performance and bottom-line results. This video has been honored with the Silver Screen Award at the U.S. International Film & Video Festival, the Gold Award at The New York Festivals Film & Video Awards, and many others.

A Diversity Tale
Producer   **1995**
An insightful, pointed and humorous video looking at the impact of organizational diversity initiatives. Multiple award winner, including Bronze for Multi-cultural Education at the 1995 CINDY International Competition, and the Bronze Apple for Multi-cultural Education at the 1995 National Education Film & Video Festival.