

Traveling Between the Lines

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Green Book

The Guide to Travel and

THE NEGRO MOTORIST BOOK

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Courage, action required for business, society to become more inclusive

Innovation, risk-taking keys to achieving progress on diversity, says Case speaker

By R. T. Andrews, Editor

There is no inclusive excellence pill. If your mission or charge is to create a more diverse, equitable, and inclusive workplace, institution or community, you will need to get off your butt and lead with courage.

That was the gist of Damon Williams' extraordinary talk at Case Western Reserve University's two weeks ago, part of CWRU's ongoing "Power of Diversity" series.

In a rapid fire 55 minutes, Williams — a business executive, global consultant, and academic — delivered a highly polished but easy to follow presentation that got at the essence of what it takes to create a truly diverse, equitable, and inclusive [DEI] environment.

In the course of his remarks Williams highlighted some of the global megatrends that are upsetting the world's

apple carts. He talked about how tech developments in the information and communications spaces are affecting how we live and work, developments which in turn bring to public spaces all manner of questions about individual and group identity. The consequences are enormous, he suggested, and are rapidly transforming how we live and think and interact.

Williams, a former college administrator and one-time national leader of the Boys and Girls Clubs of America, spoke frequently of Centennials, in reference those born after about 1995. Their entire lives have been lived in the new digital age, and they have a mindset different from their predecessors.

For them, he said, "being in the digital economy means you've never had to be alone." You are always able to pursue your interest levels and your passions, which connect to economic activity that



connects to pathways to the workplace.

Citing the business models Uber, Amazon, AirB&B, and noting that Centennials are digitally engaged an average of nine hours a day, Williams said we have moved past the information age and now live in a connection

economy, where empathy is vital but often missing.

The consequences are enormous and often paradoxical. People no longer know how to engage in dialogue. Even as they retreat into their private worlds, "we live in a world of no secrets." As we become

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Looking Around America

Traveling Between the Lines

'The Green Book' movie evokes old memories, new understanding

By Marilyn Dyson



My family lived for our annual vacations. In the mid-1950s my parents' life consisted of work, church and home. My world view

was walking two blocks to school, riding to church and playing in front of the four houses on our block.

Visiting any other place vastly expanded our worlds. Each spring Dad and Mom started planning where, when and how we would travel. The rules never changed:

- We were going by car.
- We were not going south or for that matter very far west.
- We were taking our own lunch and snacks to eat in rest stops.

With these restrictions, each year we headed for major cities in the northeast United States and Canada, preferably where my parents knew someone.

I never questioned these boundaries. We traveled from Washington, DC to Montreal and between New York and Atlantic City with several places in between.

My parents started planning these trips weeks in advance. My dad conferred with his Post Office coworkers about hotels, guest houses and eateries. Every now and then, Mom questioned,

- "Will it be safe?"
- "Do you know the type of owners?"
- "Are you sure it's a good place?"
- "Is the area segregated?"

Dad assured Mom that his coworkers had experienced the places, they were not segregated and, in fact, the businesses were welcoming. Only then did Mom

make reservations and find sights to visit. She made lists of the entire journey's stops.

At times, it felt as if the trip would never happen. But, eventually the week arrived. We packed and Dad filled the car with Esso gasoline. The night before, I'd wake up almost hourly to check the clock to make sure we did not oversleep. We'd get up around 4:00 am, load the car with our suitcases and a bag of food and leave before sunrise.

Dad's coworkers not only helped my family's trips, they were the informants for Negroes who traveled throughout North America.

This past January, I learned about



The Green Book,
starring Academy Award Winner Mahershala Ali
and Academy Award Nominee Viggo Mortensen,
opens in area theaters November 20

the Green Book, originally, The Negro Travelers' Green Book. Compiled by Victor Green, a New York City postal worker, this annual book listed by state and city the businesses that welcomed Negroes. Green gathered information from his coworkers around the country. With financial support from Esso, he printed 15,000 copies of the

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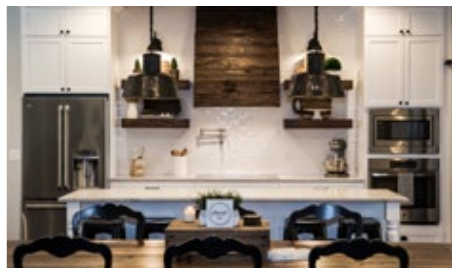
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Innovation, courage, action

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more tribalized, the increased collaboration we need has become more difficult.

Williams' primary focus was on community and the business world, but he did make reference to our national politics. He described the Trump effect on our national polity as Trumplash — a powerful hurricane gale force — and noted that Trump is the first president to lead and govern digitally. Obama, he said was the first to campaign digitally. The effects are transformative.

Even without the disruptive consequences of Trumplash, creating a DEI community is incredibly hard work, Williams acknowledged. And with It requires a lot more innovation from those who would volunteer or are charged with leading the way. It is, he suggested, everyone's responsibility.

A social scientist, Williams espouses an evidence-based approach to DEI work that embraces innovation. He outlined a number of common traits identified by researchers that innovators share as traits that DEI leaders need to develop. Innova-

tors are always questioning their world; they engage across lines; they have a bias towards action and when they find something that works, they scale up.

Most significantly, he said, innovators lead with courage. "If there is no courage there is no change."

To be a true leader that's sparking change, you must be a self-directed continuous learner," he said.

Williams, who lists the Brooklyn Nets, American Airlines, Federal Express, and Teach for America, S. Carolina among his clients, said that diversity programs need AIR to breathe: Accountability, Incentives, Infrastructure, and Resources. The implication is that a diversity program without all of these elements is not a program designed to succeed.

Williams observed that the "educational and business cases for diversity have now fully transplanted a social justice argument for diversity if we are talking about it at the strategic level and not at the ideological, philosophical level." The reason

for this is not just demographic.

"Millennials and Centennials are wanting to be connected to companies, organizations and institutions that are purpose driven and cause-aligned. They want that in many instances," he said, with obvious implications for attracting top talent as well as consumer support.

Williams believes that the struggle to succeed in the DEI arena should focus on the great middle, recognizing that there are some who will never come around. He emphasized the importance of dialogue over debate. He encouraged DEI senior executives to foster a climate where people are encouraged to talk about who they are, to make that a part of the environment.

"It starts to lessen social distance, and it starts to increase empathy because you have a greater level of connection."

At the end, CWRU president Barbara Snyder, a regular front row attendee at these events, thanked Professor Williams for his talk and said his was "the best book I've ever read on diversity and higher education."

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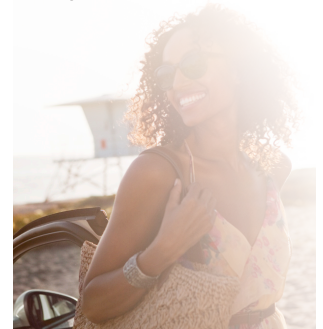
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Is there something significant happening at your workplace or environment related to inclusion, equity, and diversity?

If so, we would like to hear from you. Reach us at rta@TheRealDealPress.com with DEI in the subject line. Confidentiality assured.

COMMUNITY BULLETIN BOARD

The National Association for Civilian Oversight of Law Enforcement (NACOLE) will hold a regional training session in Cleveland on Nov. 30 at Cleveland State University's Levin College.

This training event, co-hosted by NACOLE and the Cleveland Community Police Commission, will address many issues important to those interested or working in civilian oversight of law enforcement, including trauma-informed policing; how to engage youth and law enforcement; implicit bias; and what life looks like for a city post-consent decree.

This training is geared toward a variety of audiences, including but not limited to community members, oversight practitioners, justice system stakeholders, and academics.

Lunch will be provided along with a continental breakfast. We also invite all registered attendees to join us for a networking reception that will be held at the end of the day from 5:45pm - 7:45 pm. This will be an opportunity for attendees to further discuss the topics of the day and learn more about the work being done in Cleveland and around the country.

This event is open to all. Registration is \$50, which covers the training, continental breakfast, and lunch. CLE credits may be available for \$25. The registration fee may be waived for those unable to pay and are not seeking CLE credits. Contact Cameron McElhiney at info@nacole.org or visit www.nacole.org for more information. Dr. Yvonne Conner is the local contact: 216.406.7249, yconner@clepcp.org.



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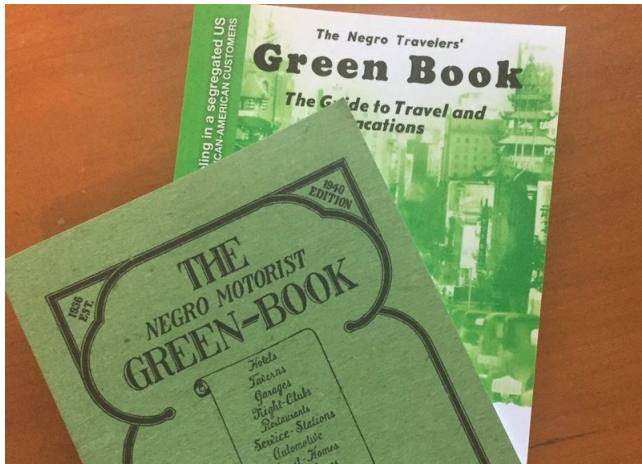
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Traveling Between the Lines

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book each year from 1936 to 1966. The Green Book was in gas stations, hotels and restaurants that supported colored people throughout the states.

At last, what I thought were my family's quirks made sense. I understood why Dad relied on his Post Office coworkers. I comprehended that driving avoided supporting segregated buses and trains. Dad's loyalty to Esso gas was a way of acknowledging the company's helping us have safer trips. I figured out why we limited ourselves to specific areas of certain cities. I realized that while we were in Atlantic City we still limited ourselves to the Boardwalk, Chicken Bone Beach and a limited area of the city.

For me, those trips were perfect. Dad's coworkers did know the best places. I loved staying in a midtown Manhattan hotel and taking the "A" train to Harlem to see my parents' friends. Also, I thought nothing of staying in people's houses in Atlantic City or eating in Tess's Dining Room, a private home that served family styled southern dinners. To me Howard Johnsons' and Hot Shoppes were high-end restaurants, much better than automats.

Victor Green stopped publishing the Green Book after the Civil Rights bill became law. In 1964, African Americans gained the capability to travel any place in the country. And we did.

Those childhood trips instilled the travel bug in me and I've taken journeys throughout my adult life. However, I've changed the rules.

- I rarely drive, rather I take trains and planes.
- I cover major cities on the west coast and east of the Mississippi as well as in Europe and parts of the Caribbean.
- I rarely take my own snacks.

The Civil Rights Act did bring progress, but it's had its price. Without a Green Book, I miss the family atmosphere in places I stay, and each trip carries a bit of apprehension about what awaits me and how welcomed I'll be.

Marilyn Dyson is a career coach. Born and raised in Washington DC, she now lives and works in Philadelphia, PA.

LifeCycles

SPOTLIGHT • APPOINTMENTS • AWARDS •
CELEBRATIONS • MILESTONES •

SPOTLIGHT: WHERE ARE THEY NOW?



Raymond Pierce is now president and CEO of the Southern Education

Foundation in Atlanta, a research and public policy group promoting equity and excellence in education for low-income students and students of color in southern states. He was deputy assistant secretary at the US Dept of Education in charge of its Office for Civil Rights. A Cleveland native, Pierce graduated from CWRU Law in 1983 and ran for Cleveland mayor in 2001, losing to Jane Campbell.



CAREER Dawn Arrington to Cleveland Action Strategist, IOBY.



Julian Rogers, to executive director, Local Government & Community

Relations, Case Western Reserve University.

APPOINTMENTS



Danny Williams, president and CEO of Eliza Bryant Village, to

Federal Reserve Bank of Cleveland's Community Advisory Committee.

Michael G. Florez, of Cincinnati, **Juan M. Rivera** of Campbell, **Emanuel Torres Sifuentes**

of Blacklick, and **V. Anthony Simms-Howell** of Cincinnati have been reappointed to the **Ohio Commission on Hispanic-Latino Affairs** for terms ending October 7, 2021.



Glory Brissett of Cleveland, **Prince Ellis**, DBA, MSIS of Cincinnati,

Kefa M. Otiso, PhD, EBS of Bowling Green, and **Ademola O. Solaru**, of Cleveland Heights have been appointed to the **Ohio New African Immigrants Commission** for terms ending October 7, 2019.

Martin J. Sweeney of Cleveland has been appointed to the State Lottery Commission for a term ending August 1, 2021.

Teleange T. R. Thomas of Lakewood has been reappointed to the Maternity and Newborn Advisory Council for a term ending October 31, 2023.



DEATH Tyrone Bolden (69), died Nov. 14. Served as Councilman

for the City of Cleveland from 1979-1989. Beloved husband of Lucretia Bolden. Loving father of Tierra Lucretia Bolden, Tyrone Bolden Jr. and Azel Edward Bolden. Viewing Friday Noon-7pm, Gaines Funeral Home, 5386 Lee Rd. [44137]. Funeral services at 10:30am Saturday, Nov. 24, 2018 at Zion Hill Missionary Baptist Church 11115 Kinsman Rd. [44104] Family will receive friends at 9:30am.