

About IISC

Over the past 25 years, we have developed a lens through which we facilitate social change and we bring it to every engagement. IISC invites groups and leaders to shift power dynamics, focus on building networks, and magnify love as a force for social change. Using this collaborative change lens, we see leaders overcome challenges and have astounding impact.

- Power: Equitable and Inclusive Solutions
- Networks: Connectivity and Alignment for Evolution
- Love: Belief in Ourselves and Others

IISC has approved a strategic direction for the next three to five years that is grounded in our 25-year history of strengthening collaboration and addressing critical future needs of our sector and the world. We will innovate at the intersection of equity, networks, and love, with racial equity as our core strategic focus. We believe that racial equity is a critical driver of transformational collaboration in this era.

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DEMONSTRATION ONLY



Interaction Institute for Social Change (IISC)

Stakeholder(s):

Interaction Associates :

IISC was founded in 1992 by Interaction Associates as an expression of its commitment to social justice and as a way of bringing its collaborative methodologies into the social sector. Since then, IISC has grown from a staff of two to an organization with a core team of staff members and a cadre of affiliates who have worked with thousands of individuals, organizations, coalitions and networks to boost and amplify their impact.

IISC People :

IISC's team will help you reach the social justice goals you want to achieve. Our staff, affiliates and board have experience working in communities, progressive organizations and social justice movements around the world. We understand the challenges you are facing to create lasting change. We bring our skill, experience and passion to your project to help you move forward. We put together the best team for each project to help you maximize results.

Aba Taylor :

Racial Equity & Training Practice Lead

Anastacia Thomas :

Training Coordinator

Baindu Conté-Harvey :

Business Manager

Charlie Jones :

Project Coordinator

Christina Savage :

Director of Operations

Curtis Ogden :

Senior Associate

Cynthia Silva Parker :

Senior Associate

Fernanda Oliveira Costa :

Executive Assistant/Project Coordinator

Kelly Bates :

President

Miriam Messinger :

Director of Practice

Sara Oaklander :

Client Projects/Business Development

IISC Board

Amy Hosford-Swan :

Board Treasurer

Barry Rosen :

President and CEO, Interaction Associates

Camille Kerr :

Board Member

Christina Savage :

Director of Operations

Melinda Weekes-Laidlow :

Board Member and Affiliate Consultant/Trainer

Zenub Kakli :

Board Chair

IISC Affiliates

Adeola Oredola :

Affiliate Consultant/Trainer

Alia Lahlou :

Affiliate Consultant/Trainer

alicia nance :

Affiliate Consultant/Trainer

Andrea Nagel :

Affiliate Consultant/Trainer

Bruce Truitt :

Affiliate Consultant/Trainer

Deycy Hernandez :

Affiliate Consultant/Trainer

Erika Strong :

Affiliate Consultant/Trainer

Eugenia (Kena) Acuña :

Affiliate Consultant/Trainer

Glenn Johnson :

Affiliate Trainer/Coach/Project Manager

Glenna Gerard :

Affiliate Consultant/Trainer

Jen Willsea :

Affiliate Consultant/Trainer

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Stakeholders (continued)

Jeremy Phillips :

Affiliate Consultant/Trainer

Kiara Nagel :

Affiliate Consultant/Trainer

Louise DeIasi :

Affiliate Consultant/Trainer

Madison (Matt) Thompson :

Affiliate Consultant/Trainer

Malcolm Shanks :

Affiliate Consultant/Trainer

Maria Latimore :

Affiliate Content/Project Manager

Marianne Hughes :

First Executive Director (1993-2012)

Marie Michael :

Affiliate Consultant/Trainer

Maureen White :

Affiliate Consultant & Project/Content Manager

Meghan McCamis :

Affiliate Content/Project Manager

Melinda Weekes-Laidlow :

Board Member and Affiliate Consultant/Trainer

Mikayla Lytton :

Affiliate Consultant/Trainer

Nancy Brodsky :

Affiliate Consultant/Trainer

Nayantara Sen :

Affiliate Consultant/Trainer

Nisha Purushotham :

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P. Stewart Lanier :

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Paul Cello :

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Purvi Shah :

Affiliate Consultant/Trainer

Roberto (Tito) Soto-Carrion :

Affiliate Consultant/Trainer

Rosita Choy :

Affiliate Consultant/Trainer

Stephanie Ghoston Paul :

Affiliate Consultant/Trainer

Susan Mooney :

Affiliate Consultant/Trainer

Susan Naimark :

Affiliate Consultant/Trainer

IISC Past Presidents

Cesar McDowell :

President 2012 – 2016

Marianne Hughes :

First Executive Director (1993-2012)

IISC Founders :

In the fall of 1992, Interaction Associates' partners—Peter Gibb, Thomas Rice, Barry Rosen, and David Straus—embraced the idea of starting a not-for-profit wing of the company. Their commitment to collaborative action was well established in the private sector, and they felt the time was right to make a similar commitment to the social sector—a unique move for a firm of this kind at the time. Toward that end—in October 1992—they created a 501(c)(3) and named it the Interaction Institute for Social Change. Its mission was to work for social justice and sustainability in underserved communities and organizations.

Peter Gibb

Thomas Rice

Barry Rosen

David Straus

IISC Supporters

Boston IT Services

lqb2 & co

Nonprofit HR

Vision

A healthy planet where people are thriving, valuing their differences, and working together for peace and justice.

Mission

To build collaborative capacity in individuals, organizations, and networks working for social justice and racial equity.

Values

Social Change: We believe that social change is possible when three key elements are attended to: shared power and equity, network building, and love as a force for social change

Equity

Networking

Love

Leadership: We believe that transformative leadership is the kind of leadership we need in the 21st century

Influence: We believe in people's right to be involved in the decisions that affect them so that they have influence over the quality of their lives

Dignity: We believe in the dignity of all human beings and in taking care of our planet so that we can all live healthy lives and our communities can thrive

1. Relationships, Organizations & Networks

Create just and respectful relationships, organizations, and networks.

We seek to create just and respectful relationships, organizations, and networks. Focusing on power, equity, and inclusion means challenging social structures and forms of exclusion and oppression.

1.1. Power

Build the power of those on the margins.

We focus on building the power of those on the margins – their capacity to bring about positive change – so that new ways of working and living that model mutuality, respect and justice can emerge.

1.2. Equity

Challenge systems and processes that produce inequitable outcomes.

We work to expose and challenge systems and processes that produce inequitable outcomes.

1.3. Inclusion

Ensure that individuals and groups are meaningfully engaged in decisions that affect their lives.

We strive to ensure that individuals and groups who are most affected or are typically left out are meaningfully engaged in decisions that affect their lives.

2. Evolution

Connect and align for evolution.

Stakeholder(s)

Andrew Zolli :

This is why at IISC, we agree with futurist Andrew Zolli when he says the unit of action in the 21st century is the network not the organization.

In the face of complex social and ecological issues, such as systemic oppression, climate change, and poverty, single actors are hard pressed to have much impact... Working through networks calls on a specific set of skills and sensibilities that may or may not be present in organizations and communities. This includes leading with building relationships and trust across boundaries (geographic, cultural, disciplines), understanding existing patterns of connection and what these facilitate in terms of outcomes and possibilities, creating space for open conversation and emergent thinking, valuing contributions over formal credentials, and embracing diversity and divergence.

2.1. Relationships & Trust

Build relationships and trust across boundaries.

2.2. Possibilities & Outcomes

Understand patterns of connection and what these facilitate in terms of outcomes and possibilities.

2.3. Thinking & Conversation

Create space for open conversation and emergent thinking.

2.4. Contributions

Value contributions over formal credentials.

2.5. Diversity & Divergence

Embracing diversity and divergence.

2.6. Networks

Build diverse, distributed, and resilient networks.

In order to build a diverse, distributed, and resilient network capable of tackling complex change, we must attend to creating greater connectivity (trust building, information sharing, learning), alignment (shared identity and value proposition), and collective action (advocacy, education, leveraging new markets and resources, launching new initiatives). Evidence from our experience at IISC, is that as people feel more connected and aligned, the thought of collective action becomes that much more inviting and its potential impact that much greater and longer lasting.

2.6.1. Connectivity

Create greater connectivity.

trust building, information sharing, learning

2.6.2. Alignment

Create greater alignment.

shared identity and value proposition

2.6.3. Action

Create greater collective action.

advocacy, education, leveraging new markets and resources, launching new initiatives

2.7. Movements

Develop “movement networks”.

Furthermore social change work is a marathon, not a sprint. It’s not simply about creating campaigns to change policy, but rather developing “movement networks” where long-term trusting relationships are created which continuously generate new energy through contributions and exchange of ideas amongst the network’s elements.

2.7.1. Relationships

Create long-term trusting relationships.

2.7.2. Ideas

Exchange ideas

3. Love

Help people see, articulate, and believe in their highest selves.

Stakeholder(s)

Leaders :

Leaders must stretch across divides, differences of opinions, and their own experiences. Those who do so then realize their full potential and can help others do the same.

Love: Belief in Ourselves and Others — Love is an integral part of any social change initiative that's ever taken hold. It is a force for changing how people think and act on individual and system-wide levels. Love builds relationships that have the power to shift culture. Love remembers our power, reclaims our history, heals our wounds, and innovates into the future. Practicing love involves helping people see, articulate, and believe in their own highest selves, even if they can't or don't want to hear it.

3.1. Aspirations

Understand barriers to the realization of aspirations.

Facilitating this process requires deep understanding of where structural barriers exist in any given context that keep people from living their greatest aspirations.

3.2. Patterns & Power

Create new patterns and shared power.

It is through naming and transforming these structures that we create new patterns and shared power.

3.3. Purposes & Values

Help people connect with their purposes and commit to their values.

Expressed as compassion, love is the ability to see others as legitimate, which is at the core of creating authentic, trusting relationships. IISC encourages this practice by helping people connect with their personal purpose and commit to their deepest values.

Stakeholder(s):

Individuals :

Ultimately, equity and justice require this as an ongoing practice. This territory between individuals is the place where transformative change happens. IISC creates conditions for profound alignment and change by encouraging people to dig deeper into who they are and who surrounds them. Cultivating the interior condition of leaders is fundamental to unleashing "the love that does justice."

Administrative Information

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End Date:

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