To promote the *essential building blocks* of a community by *creating trusting relationships* between people of different racial, ethnic and/or cultural backgrounds.

This serves as a catalyst to *appreciate*, *embrace* and *leverage* human differences—starting a community down the path to creating an *inclusionary state*. 
Mosaic is a program that **leverages a partner pairing process** to connect diverse individuals and clusters with the goals of:

- Developing intercultural competence
- Discussing challenging issues impacting well-being
- Building empathetic partnerships
- Leads to community and police engagement
1. First initiated by Mayor Bill Johnson, it was created locally in Rochester NY, to reduce racial polarization in the city of Rochester, and was originally called “Bi-Racial Partnerships”

2. Later, while running in Greensboro, NC, the project was changed to “Mosaic Partnerships”

3. Then followed by a very successful run Milwaukee, Wisconsin

4. It has also been run in corporations, religious institutions, and the military

5. Currently, the program is being run in Topeka, Kansas
MOSAIC PARTNERS ARE

FELLOWSHIP

TRUST

COMMUNITY

ACTION
TRUST IS THE FOUNDATION

RESULTS

ACTIONS

OPPORTUNITIES

POSSIBILITIES

RELATIONSHIPS

TRUST

Mosaic Partnership Program
Human beings change based on three levels of experience.

Least to Most effective:

- **Level 1**: Direct Personal Experience - Most
- **Level 2**: Direct Observation *(vicarious experience)*
- **Level 3**: Indirect Verbal Persuasion (Media) - Least
Purpose of “face-to-face” Meetings

Level 1:

- **Promotes fellowship** across race, ethnicity and/or cultures, problem-solving groups utilizing a series of personal exercises.

- **Encourages** progressive personal development resulting in a deepening level of **friendship** and **trust**.

- **Fosters** meaningful interactions, which causes personal reflection and deepens racial and cultural **understanding**.
Level 2:

- Cluster meetings are *experientially* based and designed to further develop the relationships between the partners.

- The content of the sessions *provide information* for the partners’ reflection for the face-to-face meetings.

- Allows for a variety of *learning styles* and personal interaction comfort levels.
Methods of Picking the Right Partner Pairs

- Mosaic Partner Pair Survey (MPP Survey) – Demographics +
- Innovation **Strengths Preference Indicator® (ISPI™)**
ISPI™ makes the human **invisible elements** visible- showing the invisible similarities

**Database** created algorithm assists ICS in choosing who would partner well with each other

ICS **pairs this data** with the **Mosaic Partnership Program Survey**

Connects **alike** humans with **different** demographics
Pathway for Partnering - Activities

- Partners meet with each other at least 2 times monthly.
- Partner pairs in cluster groups meet 7 times throughout the year with trained, professional coaches.
- All Participants meet as a whole group twice, at the Orientation and Final Celebration.

1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Customized Partner Pair Meetings with Structured Connection
Cluster Group Gatherings - Activities

No. 1 Cluster Gathering
Friendship

No. 2 Cluster Gathering
Open Discussion

No. 3 Cluster Gathering
Culture

No. 4 Cluster Gathering
Open Discussion

No. 5 Cluster Gathering
The Other / Monumental Ideals

No. 6 Cluster Gathering
Open Discussion

No. 7 Cluster Gathering
Open Discussion
Personal Transformation Spiral Results in Social & Economic Change

**Personal**
- Forming/Deepening Relationships (1)
- Cognitive Dissonance (2)
- Personal Transformation (3)

**Relational**
- Partnership (4)

**Collective**
- Access to Personal Networks (5)
- Tipping Point (7)
- Cultural Change (6)
PAST PARTICIPANTS – Rochester, NY

Al Simone, President—Rochester Institute of Technology
Gladys Santiago, Sr. Vice President—Iberia-American Action League

Mayor William A. Johnson—City of Rochester
Peter Jemison, Ganondagan State Historic Site

Danny Wegman, President—Wegmans Food Markets
Wade Norwood, Rochester City Councilman

Robert Miller, President—Nazareth College
Jean G. Howard, President—Wilson Commencement Park

Brenda D. Lee, Assistant Dean—University of Rochester, School of Medicine & Dentistry
Sandra L. Frankel, Supervisor—Town of Brighton
Vision of the Future

• Partnerships of Trust

• Johnson is on the Commission on Racial and Structural Equity (RASE), tasked with identifying systemic racism and inequitable treatment of people of color

Former Lt. Gov. Duffy is the CEO of the Greater Rochester Chamber of Commerce and has largely sought to be a business booster for the region, but he also sees a connection between education and joblessness and poverty.

Biracial Partnerships for Unity of Vision during times of strife.

https://www.mosaicmethods.org/videos-of-past-participants.html
Ripple Effect: Wade & Danny

Ripple Effect

https://www.mosaicmethods.org/videos-of-past-participants.html
Milwaukee Mosaic Partners – Fox News 2007 – Year 1

[Image of a news anchor at a desk with a Fox 6 News sign]

Milwaukee Mosaic

https://www.mosaicmethods.org/videos-of-past-participants.html
Mosaic Partner Pairs – Topeka KS

Mosaic Partner Pairs - Topeka KS

Photo by Stephen Wade / Special to the Topeka Capital-Journal

CRITICAL SUCCESS FACTORS

1. Appropriate matching of Partners
2. Community & Leadership Commitment
3. Trained coaches
4. Applying proven methods and principles
5. Materials designed for participants (Leadership and Community)
**Two Types of Social Networks**

**Bonding Networks**
- Facilitates “solidarity”
- Strong Ties
  - Homogeneous
  - Exclusive
  - Inward focus
  - E.g.: Families
  - Fraternal Clubs

**Bridging Networks**
- Facilitates “getting things done”
- Weak Ties
  - Diverse
  - Inclusive
  - Outward focus
  - E.g.: Women’s Rights Movement
  - Environmental Protection Agency
HOW MOSAIC PARTNERSHIPS™ BUILD SOCIAL CAPITAL
• Provides direct experiences for community members to **become more aware and sensitive to the perspectives and experiences** of community members who are different from themselves (racially, ethnically and/or culturally)

• Fosters reciprocal **trusting** relationships between community members across race, ethnicity and cultures (Strong Ties)
Principles to Create the Human Mosaic Community

Principles

1. Recognition of the Oneness of Humankind
2. Freedom from Racial or Cultural Prejudice
3. Start with the Leaders
4. Unity First
5. Primary Requisites for the Human Mosaic: Truthfulness and Trustworthiness
6. Transformation occurs through fellowship, intimacy and love
7. Eliminate blind imitation of the past
8. Reciprocity and Cooperation are required for humanities physical and spiritual well being
Level of Trust with Partners Compared to Trust with Close Friends

- Rochester 2006-07
- Greensboro 2004-05
- Milwaukee 2006-07
- Milwaukee 2007-08

- all
- People of Color
- White

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Partners Sharing Their Networks with each other

MOSAIC Partnerships™

- Rochester 2006-07
- Greensboro 2004-05
- Milwaukee 2006-07
- Milwaukee 2007-08

- Professional
- Friends
- Family

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Mosaic Governance Structure

Key
- Red = Funders
- Green = Local
- Blue = ICS
- Gray = Sponsor

ICS
MPP ICS Team
MPP Community Coordinator
Coaches
Partners
Advisory Board
Champions
Sponsor
Funders
• **Provide guidance and leadership** (in-kind, spiritual, support, etc. as needed)
• **Advise** ICS of local culturally sensitive issues, community dynamics, and key political issues
• **Assist** in the promotion of the program and provides positive visibility
• Helps **identify**, or when needed, affirms potential coaches and partner pairs
• **Meet & communicate** frequently during Preparatory Phase, monthly during Implementation Phase
FACILITATORS/COACHES

EXPECTATIONS

- Behavioral characteristics:
  - Trustworthy
  - Respectful
  - Non-partisan manner
- Make time and be available for the partners as needed / necessary
- Must be able to keep strict confidentiality with any information shared among the partners during discussions as well as between the coach and any partner
- Maintain a consistent coaching manner throughout the Program
- Willing to abide by the Program Coach covenant
FACILITATORS/COACHES

QUALIFICATIONS & SELECTION CRITERIA

- **Successful** work or volunteer **experience** in some area of human development
- **Demonstrated effective** cross-cultural and cross-racial experiences / relationships (high social intelligence)
- **Non-judgmental and Attentive** listener
- **Presentation Skills** – including preferred fluency with online technology e.g., running a zoom meeting
- **Flexible and Collaborative** work style to meet the needs of others
- **Facilitate Problem Solving** – ability to:
  - Reframe Challenges
  - Provide Constructive Feedback
  - Develop Next Steps (Goal Setting and Support)

Some training provided to help refine these skills
Activities will include:

- Participating in a **virtual multi-day training program**
- Participating in **One to Two-hour briefings** prior to each cluster meeting
- **Co-facilitating** all cluster meetings
- **Presenting material** from the Facilitation Guide for Coaches
- **Initiating** group discussion and **guiding** the discussion with suspended judgment, and without sharing personal opinions
- **Being available** between cluster meetings to answer partners’ questions
- **Participating** in the orientation session and the final celebration
PARTNERS

EXPECTATIONS

- Keep the information shared during partners’ meetings confidential
- Be as open as possible with partner
- Keep all appointments (Very important)
- Have integrity in interactions with partner. For example, if either partner is unwilling to share something, respect and support that decision
- Listen, listen, listen….Listen attentively
- Be open to changing how you think about the world and other people
ICS – Who are we?

• A trusted business management consulting firm with over 30 years of experience in the intersection of culture, innovation, diversity and inclusion, and talent development

• Experts at understanding human dynamics and leveraging individual potential for organizational growth

• Creators of the Innovation Strengths Preference Indicator® (ISPI™)(Patent #D885418); a globally used personality assessment

• Creators and implementors of the Mosaic Partnership Program™ – Partnering for Inclusion
WHY WE ARE SUCCESSFUL

• We leverage a **partner pairing process** to connect diverse individuals to match people and produce desired results of friendship and trust.

• Using the ISPI™ we make the human **invisible** elements visible—showing the invisible similarities.

• We provided a **safe** way for people to collaborate, conversate, innovate, and let their mind run (taking greater risks than their norm), creating a **community of inclusion**, thus **enhancing the culture** of innovation.

• We maximize internal resources.
Bob Rosenfeld

Founder & CEO

Idea Connection Systems, Inc.®

- Founded Kodak’s Office of Innovation 1st successful implementation in Corporate America
- Co-founded the Association for Managers of Innovation (AMI)
- Created the Mosaic Partnership Program (Partnering for inclusion) – “A social innovation” – reducing polarization in communities
- Created the ISPI™ (Innovation Strengths Preference Indicator®)
- Author: “Making the Invisible Visible: The Human Principles for Sustaining Innovation”
- Author: “The Invisible Element: A Practical Guide for the Human Dynamics of Innovation”
- Received the 2004 Community Peace Award from the Greater Rochester Martin Luther King, Jr Commission
- Received the 2019 Medal of Honor from the National Center for Race Amity – currently serves on their board of advisors
David Magellan Horth
Director of Mosaic Methods

- 21 years in the computer industry as a research and development engineer
- Worked 30 years at CCL as an innovative designer, facilitator, and coach, specializing in the confluence of design, innovation, and leadership development, his final role was Director of Innovation Venturing & Partnerships. Upon retiring from the Center for Creative Leadership (CCL), he was awarded Honorary Senior Fellowship.
- Co-authored the award-winning book “The Leader’s Edge: Six Creative Competencies for Navigating Complex Challenges”.
- Leader of his episcopal church’s Beloved (anti racist) Community Commission.
Miguel Rivera
Senior Mosaic Partnership Consultant

- During his 30-year career at ExxonMobil, Miguel held a variety of supervisory/managerial positions within R&D, Sales & Marketing, Manufacturing, Customer Service and Supply Chain.
- His passion for helping the company develop a diverse and inclusive corporate culture was demonstrated by his numerous presentations to executives, V.P.s and the President of the ExxonMobil Chemical Company. Covering the dynamics of race relations within corporate America, he helped numerous individuals recognize unconscious bias and develop mitigation strategies.
- Miguel was a member of the steering committee for the first Bi-Racial Partnership Program. He also served as a coach during the program's deployment. He was also a founding member of the Odyssey of Humanity (not-for-profit organization) that champions the Mosaic partnerships programs.
- Miguel has a Master's degree from the Georgia Institute of Technology and a Bachelor's degree from Syracuse University, both in Chemical Engineering.
Remember: “Differences are a gift! Look for the gifts and leverage them!” Bob Rosenfeld – The Invisible Element