What is the Groundwater Institute?

The Groundwater Institute is a partnership between the Racial Equity Institute (REI) and Impactive. As part of our organizing and movement approach, we work with leaders of the major institutions across the country in the corporate, nonprofit, and government sectors. We seek to partner with leaders who intend to bring the full weight of their organizations and influence to bear in the struggle for racial equity. We believe in the power of connecting community, grassroots networks, and institutional leaders together in this work.

BASECAMP AND GROUNDWATER NETWORK

Basecamp is our cohort-based, cross-organizational leadership program for senior leaders from across the country. Through Basecamp, we are developing a network of leaders, across institutions and communities, who are leveraging their collective power to correct and transform entrenched patterns of inequity. Basecamp alumni join the Groundwater Network to sustain momentum, elevate their leadership, and build power through community.

Details: Basecamp takes place over the course of 3 months with approximately 5 facilitated program days, along with group work, readings, and individual assignments. Basecamp alumni are invited to Groundwater Institute meetings and annual conferences.

INTERNAL LEADERSHIP DEVELOPMENT PROGRAM

Our Internal Leadership Development Program provides an opportunity for your organization's senior leaders and change champions to build leadership and commitment to racial equity. Through this program, leaders develop foundational knowledge of structural racism, key skills for racial equity leadership, and clarity to define their role in racial equity as an individual leader and as a cohort of leaders working together to drive the organization’s commitments and lead change.

Details: The Internal Leadership Development Program includes a 2-day introductory session followed by a series of facilitated sessions, group work, readings, and individual assignments.
SCALABLE LEARNING SOLUTIONS

Our scalable learning solutions are designed to quickly build shared language, foundational knowledge, and organizational commitment across large numbers of employees and/or stakeholders. High-quality, interactive video modules present our Groundwater Approach and analysis, as well as corresponding examinations of bias, narrative, history, and the racial arrangement.

Details: Learning modules are deployable in self-paced form and/or with facilitated learning sessions.

EXECUTIVE AND KEYNOTE GROUNDWATER PRESENTATIONS

Executive and Keynote Groundwater Presentations present an analysis of racism as structural, using stories and data. These Groundwater Institute sessions are led by the most senior Racial Equity Institute trainers. These sessions are a good fit for an executive small group, such as a CEO and senior executive team, or for a top 200 team of senior leaders. We also offer keynote presentations for larger groups of staff and stakeholders. Building on the Groundwater Approach and observations, content can be customized to address relevant topics and information.

Details: Typically 3-hours+ of total presentation and discussion.

ADVISORY AND CONSULTING SERVICES

Please inquire about additional advisory services, consulting, or other special projects. Impactive and REI conduct a select number of these types of engagements. In most cases, we recommend a leadership program as one component of our engagement.
ABOUT US

**DIONNE BOYD** is the former Director of Global Diversity and Inclusion at Tiffany & Co. where she was responsible for establishing the Office of Diversity & Inclusion (D&I) and building the strategy and foundational programs to imbed D&I into the culture and customer experience. This included leading the effort to establish Employee Resource Groups and driving the D&I platform across the organization. Throughout this time, Dionne also led the Tiffany Academy for Excellence and Diversity in Retail Leadership, Tiffany’s marquee program for leadership development and D&I in the organization and within the industry. Dionne was responsible for driving the strategy for and ensuring the successful execution of the 18-month leadership development program.

Prior to this role, Dionne was a Human Resources Manager at General Electric (GE) where she served as a strategic business partner and trusted advisor to senior executives in Risk Management. She led the global Risk Management Program, a 24-month early career leadership development program. Dionne is a graduate of GE’s Human Resources Leadership Program, where she supported key projects such as talent & succession planning, strategic workforce planning, talent acquisition, Diversity & Inclusion initiatives and a 6,000-person functional compensation review.

Dionne holds a B.A. in Sociology with honors from Brown University and an International M.B.A. and M.S. of Human Resources from the Fox School of Business, Temple University. Dionne is a Certified Diversity & Inclusion Professional of Cornell University.

**DEENA HAYES-GREENE** is the Co-Founder and Managing Director of the Racial Equity Institute (REI). She has worked for over 18 years as a trainer and consultant. Deena’s work focuses on the structure and impacts of race and racism within systems, institutions, and organizations.

Deena has served as a Human Relations Commissioner for the City of Greensboro and is presently the Chair for the International Civil Rights Center and Museum Board of Directors. Deena has been on the Guilford County School Board for 20 years; she is the current Chair of the Board. In her work with the GCS School Board, she has chaired the Achievement Gap Committee, the Historically Underutilized Business (HUB) Advisory Committee and the School Safety/Gang Education Committee. Deena is also an active member of the National Academies of Sciences, Engineering, and Medicine (NASEM) Unconscious Bias Committee and the Ole Asheboro Street Neighborhood Association board.

Deena currently serves as a member of the Disproportionate Minority Contact (RED) (Subcommittee) of the North Carolina State Advisory Group on Juvenile Justice (SAG). In 2020, Deena testified to the President’s Commission on Law Enforcement and the Administration of Justice. The Commission was established by the former President Trump to “better the profession of law enforcement.”
ELLEN HUNTER is the Founder and CEO of Impactive. Impactive is a consulting firm that works toward racial equity and social justice by focusing on strategy and leadership development. Since she founded the firm in 2013, Ellen has worked with organizations and leaders on cultural transformation, business practice transformation, and racial equity strategy and leadership development.

Ellen was previously a Principal at Boston Consulting Group and a leader in the firm’s Strategy and Organization practice areas (2007-2013). Ellen led multiple large-scale organizational transformations and merger integrations for Fortune 100 companies. In 2012, Ellen was among a small team of senior consultants within the firm selected to lead the internal strategic planning process for BCG’s CEO and Executive Team. Ellen was a leader of the firm’s Diversity Initiative and was part of the founding team for an internal cultural transformation program that increased staff satisfaction and retention across all of BCG’s offices around the world. At BCG, Ellen received the firm’s top awards for community leadership and case team leadership.

Ellen has an MBA from the Wharton School of Business at the University of Pennsylvania. She received her BA from Brown University, magna cum laude, in Political Science.

BAYARD LOVE’S work is dedicated to ending structural racism by building successful campaigns, strong organizations, and empowered leaders. He is a highly sought-after trainer and strategic partner for leaders in racial equity work. Bay has led strategic planning processes, created and coordinated multi-partner research projects, and facilitated community-wide dialogues to develop and implement racial equity initiatives. In addition to consulting, Bay has been leading organizer and trainer with the Racial Equity Institute (REI) of Greensboro, NC, since 2010.

Bay was previously a social impact fellow and consultant with Boston Consulting Group where he worked on large-scale organizational redesign. Bay also worked in post-Katrina New Orleans where he led the formation of the Common Ground Health Clinic and worked with the People’s Institute for Survival and Beyond and the Greater New Orleans Fair Housing Action Center. He is currently involved with a number of local initiatives to support racial equity in his home State of Maine.

Bay graduated Phi Beta Kappa with a B.A in Latin American Studies from Wesleyan University in 2005. He also holds an M.B.A. and Master’s in Public Policy from the University of North Carolina, where he was a Dean’s Fellow, and Duke University, respectively. Bay is fluent in Spanish, written and spoken.
MONICA F. WALKER is a veteran organizer, artist, trainer, speaker and social
activist who has spent the better part of her career addressing issues of race,
equity, and inclusion while organizing for social justice on every front. She
currently resides in Greensboro, North Carolina, where she recently retired from
her position of Executive Director of the Office for Diversity, Equity & Inclusion
for Guilford County Schools. She led the district’s efforts to eliminate racially
disparate outcomes and all other forms of bias and discrimination for Guilford
County Schools, which is the third largest school district in the state of North
Carolina and serves approximately 72,000 students and families. In this capacity,
she led a small staff of equity directors, specialists and coaches who provided
professional development and equity coaching to the district’s 11,000 employees.

Monica is a highly regarded trainer who leads and facilitates Racial Equity and
Undoing Racism trainings across the United States. Monica now works full time
in racial justice. She is particularly interested in helping to support systems and
institutions to interrogate the root causes of racial inequity and seek effective
means for addressing and eliminating systemic and institutionalized racism.
She is actively involved as an organizer in her community and serves on several
boards, advisories and organizational committees.