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PRESS RELEASE

Jack Travis will discuss the difficulties of increasing black + Latino student enrollment in Interior Design and Architecture Programs here in the US.

Travis posits that there is a problem of "atmospheres" prevailing in these programs that deter a sense of inclusiveness" necessary to significantly increase such enrollments and that the problem is not a matter of our professionalism, but of our hearts.

Mr. Travis is an adjunct professor at four of the six interior design programs in the New York City area and has been involved in more than a dozen mentor-ship programs over more than thirty years.

He will share his personal experiences and share some sobering insights in this, the fiftieth anniversary of the Whitney M. Young, Jr'. keynote address to the American Institute of Architects in Portland following the assassination of Dr. Martin Luther King, Jr.

1 INTRODUCTION

Good morning everyone!

Thank you for giving me this very special opportunity to talk with you this morning

I want to thank Douglas Seidler, whom I met just recently and briefly a few months ago at the IIDA Millikan RETREAT last year – in October, right? - down in South Carolina.

South Carolina!!!!

From our conversation, I am here as his invited guest to share with you a few very personal observations on Diversity, Black and Latino "inclusion" more specifically - or lack thereof - in the environmental design disciplines.

This is a truly impressive room!!!!

I have many friends and colleagues here this morning and I appreciate the interest and the support

As I look around the room I ask myself, "should I be satisfied with the number of Black and Latino participation in this room today?"

Are you?

Why is this such an important question?

Because of who you are!!! and who you represent!!! in design education.

You represent the highest levels of academic achievement and power in this nation, the nation among nations!

You represent the pinnacle, the elite, the highest level of design education leadership one can aspire to in the field of interior design.

Who are you?

That is a very powerful and potent questions

It's important

But I think what is even a more powerful and potent question is, who do you think you are?

Perhaps even more powerful than that... Who do you think you represent.?

What I Know

SLIDE 02

LEGACY

ARCHITECTURE

SLIDE 15-16

HARLEM SCHHOOOL – BOND + SYMES

Architect's Renewal Committee in Harlem (ARCH)

SLIDE 34

INTERIOR DESIGN

SLIDE 42

BOOKS

SLIDE 48

Reuben, + Father Jim

HBC+ Us

Howard University

Hampton University

Tuskegee University

Florida A+M University

Morgan State University

Prairie View A+M University

University of the District of Columbia

(Southern University)

Graduate 45% or more of the total number of Black Architectural graduates each year and for the past several decades

What I Do

A SOCIAL PRACTICE

WHY I MENTOR

SLIDE 49 Einstein + Chomsky
HEROES

SLIDE 51 H Mitchell

BACKGROUND

I grew up in Las Vegas

I moved uptown to Harlem

I now live in da Bronx

Most days I witness something I have never witnessed before

Grew up w/o architecture + w/o architects

Residents built + maintained community

INSPIRATION

SLIDE 52

I HATED him!

RUSHA GLENN FELLOWS

I HATED HIM!

SLIDE 53,54, 55

Fielden, Robinson II + Wines - SSW

MY MENTORS

Robert Fielden

Harry Robinson, David Hughes, Marshall Purnell, Melvin Mitchell

Sharon Sutton, Norma Merrill Sklarek

I MENTOR

Kyle Spence, Henry Mitchell, Keon Rivero, Ava Barnett, Byron Gumbs,

-It's Big and we are human

Book

COMMUNITY DESIGN STUDIO

New millennium new responses

Teaching "other" – SUSTANABLE DESIGN FOCUS – NO ONE

JAMES WINES

James Wines + mentorship

STUDENT SUMMER WORKSHOP

Summers in my office

BEYOND The Student Summer Workshop

**BLACK CULTURAL DESIGN CONSULTANT
COMMUNITY BASED DESIGN STUDIO**

Anita Cooney, Camille Martin, Alison Snyder + Tania Branquino

STUDIO PROJECTS + THESIS ASSISTANCE

Dr. Ellen Fisher, Jane Smith + Carmita Sanchez-Fong

JURORS (List)

ME

WE

MAKING A CASE

SLIDE - The more I am awake, the farther away I seem...

How do we get this information to those kids?

HOW CAN WE TEACH THIS???

We don't have a real strategy

We don't really know how to inclusive

That is to reach a critical mass of those disenfranchised to truly reach a state where those of us who design look like the people we design for

WHERE WE LIVE

"We have been profiting off of racial discrimination of housing and neighborhood for decades and we must remember this as we try to revise the process"

-Ta-Nehisi Coates

We still have a long way to go

We live apart

We learn apart

SLIDE 51%

TWO STATS

You, here this morning are mostly Interior Design Educators.

However urban planners, architects, and landscape architects are our 'kin', if you will, in defining a better place for people to live, work and play.

Statistics reveal similar concerns in all of the disciplines as to the lack, rather I dear say the dismal percentages of black and Latino representation in virtually every one of these professions.

There are two statistics that are cause for immediate alarm. And I have to say to all of you this morning, that I don't really know how to give this information to you gently.

CHILDREN

**NEED TO SEE FACES THAT LOOK LIKE THEIRS IN THE
CREATION, MANAGEMENT, MAINTENANCE AND DESIGN
OF THE COMMUNITIES IN WHICH
THEY LIVE & GROW**

"NO ONE IS HEALTHY IN THIS SOCIETY ON THE RACE ISSUE"

SLIDE Population numbers

What is the Black + Latino combined population of NYC

AIA Membership numbers

What is the AIA NY Membership numbers?

For two years I was Secretary on the Executive Board of AIA NY, the largest and most powerful chapter in the country as you might guess – 2014 - 2016

During that time the membership in the city topped the 5,000-member mark thanks to the tremendous effort of Jane Smith, who was secretary before me and who is currently my boss at SVA

3600 of those members were registered architects. Then there are allied members and associate members ect, ect...

Of that 3600 number, these are PAID members of the organization by the way,

Only 35 were Black and 90 were Latino

What should those numbers be???

864 Black and 972 Latino members

And your numbers in IIDA, ASID + IDEC are worse!!!

You do the math

We Don't + We never will

AND

We Can't + We never will

For even if we double the numbers, triple the numbers or quadruple the numbers, we will never ever be in any reasonable amount of time, where we should be!!!

ROOT CAUSE

Lack of determined will to work effectively towards change

It takes more than most of us we are willing to give

Why

Not because you are NOT decent people

Not because you don't care

Not because you don't see...

I think – because the problem is so BIG!

If we are at fault to any grave degree as liberals, and we are, it is because we truly have not investigated the depth of the problem

I posit that you to reach an optimum representation in the fields of environmental design would threaten and I dare say topple the very structure of this society that many of so desperately work to exist within Inclusion, especially of Black and Latino peoples of in Western design pedagogy and praxis at optimum representation would shift and thus redefine the meaning of excellence so expertly presented as universal when so many never ever had a real voice in crafting its existence

Many here in this room will not like the transformation and many more will not stand for the transition

SLIDE43:12

"But what one does realize is that,

When you try to stand up and look the world in the face, like you had a right to be here,

You have attacked the entire power structure of the Western World"

We are at war

Against one another

For a third major time in our history

For the soul of each other

And race is at the center of it all

It was always jobs and opportunity for whom?

And those of privileged status who disapproved of the varied rich and effective laws initiated decade by decade that effectively institutionalized people of color could afford to stand by and voice their disapproval from the sidelines

We are here now but where do we go from here

That depends on us!

One thing is sure for me

We need to operate, to navigate with eyes wide woke'

Or with eyes on the prize

SLIDE –

And when we do, I think we will find...

ONE

That race is the most pervasive problem in America then, now, from the beginning of time

And

TWO

SLIDE – Bell The same

That RACE will remain the most pervasive problem in America as long as this country caters to a white privilege, white supremacy mandate where from 30-47 percent of white voters will vote their skin rather than their conscious but up to 60 percent and beyond in a crisis might vote the same.

SLIDE – Alabama voting results

INNOVATION OVER EXCELLENCE - SOLUTIONS TOWARDS INCLUSION STARTS WITH

Acceptance

Seeing ourselves as who we are and not who we aspire to be

-CRISIS IS IN OUR HEARTS NOT IN OUR PROFESSIONALISM

It's NOT our professionalism it's our humanity

02 LITTLE GIRL ON HER WAY TO SCHOOL

1:24:11

In this country, for a dangerously long time, there has been two levels of experience

One, to put it cruelly, can be summed up in the images of Gary Cooper and Doris Day, two of the most grotesque appeals to innocence the world has ever seen

And the other subterranean and indispensable and denied can be summed up let us say in the tone and in the face of Ray Charles

And there has never been any genuine confrontation between these two levels of experience

You cannot lynch me and keep me in Ghettos without becoming something monstrous yourselves

And furthermore, you give me a terrifying advantage

You never had to look at me, I had to look at you

I know more about you, than you know about me

Not everything that is faced, can be changed

But nothing can be changed, until it is faced

04 DEREK BELL QUOTE

I know you all have just had your eggs and fruit and coffee this morning and not too long ago

AND

You had to now for it!!!

Therefore, I will try to remember this as I try to convey my understanding of the current state of minorities in the environmental design professions.

Are we doing enough???

The answer to that question is clearly and resoundingly, NO, We are NOT doing enough!!!

We are doing a lot, some of us, but it is NOT nearly enough as a collective body

SLIDE 77 WMYJ QUOTE

Diversity

Inclusion

Equity

One would think these concepts would not be such an enormous challenge in this the most diverse country in the entire world, a republic founded on, well, you all know...

A kind of Democracy that said all men are created equal.

SLIDE 78 WMYJ QUOTE

Why am I here?

NEGRO - BLACK MOMENT!

Do you know what that is?

Those of you who heard me speak at the Eastern IDEC Conference at Pratt no doubt remember?

It's when you are in a public place and you are the first one, the only one, or since "Civil Rights" one of a few!

I think the environment design is, sadly still well within this seemingly perpetual state of black moments at the top certainly.

Why does racism continue to persist?

Why is there such a problem with differences, that scientist assure us generation after generation, much less than 2 percent of our total make up as humans on this planet.

I know you are having or have just had breakfast and I know this is going to be a long day for most if not all of you so I've been thinking

What should I say to this audience of highly intelligent, highly competent and hard-working people who really care

Because, the state of this profession and all of the other environmental disciplines is as bleak and as uninspiring on this subject as one might think and thus my appearance here this morning and, on the 50 anniversary of the Epic Whitney M Young, Jr. speech to AIA National in Portland back in 1968.

I can only imagine how he must have felt

I think, I hope that I am here to remind all of you great thinking and creative people of the depth of this struggle to include more Black and Latino people in this profession

What we have realized now is how hard this mission truly is and of the power and tenacity of the forces that resist diversity and why they persist

It's Personal

This is a personal thing here today, this morning

I do not purport to be a sociologist, nor do I consider myself a statistician, researcher or expert on anything except the perceptions of Jack Travis!!!

But I hope that over the last 30 plus years of practice, 25 years of teaching at 6 programs, 4 interior design and 2 architecture, one of those being the premier Historically Black Institutions of the seven still standing, that I have some pertinent knowledge of the situation on the ground when it comes to the challenges of inclusion.

First of all not much at all is new. Our struggles for inclusion have been fought before in some fashion. We only have to research enough to find similar historical precedents that support our efforts and predict the outcome of our commitment

And often-times we progressive minded folks have succeeded in our efforts!

I have found that the biggest stumbling blocks to "continued" success ARE!!!

- Our clear lack of sustainability in maintaining the place or the atmosphere of inclusion
- Our TOTAL failure in understanding the force of our opposition and the reasons for such stiff and perpetual opposition.
- Our ease of taking our eye off the prize so to speak, that is what our goals are in this fight because our elite status can afford a bubble of privilege to exist within as we secretly aspire to the trappings of society.

SLIDE 79 WMYJ QUOTE

Why is successful recruiting of minority students so difficult a task?

Why have we failed so miserably?

This year marks the 50th anniversary of the Whitney M Young, Jr. keynote address in Portland, 1968, to a several thousand, more than mostly white and male audience at the American Institute of Architects National Convention

Mr. Young read those architects the 'riot" act and, placed upon them an indictment so large and so undeniable that one could not leave without admitting at least to some extent that the best intentions to promote a sense or "atmosphere" that would encourage a more inclusive environment in the field of architecture were led astray.

SLIDE 80 WMYJ QUOTE

The AIA was guilty - and with ALL of the problems in the black community and yes, I'm admitting that we have our share, because you all know them as well as I do,

With all of the problems that the black community has and has had, that it is STILL up to white people in the long run to create a place for diversity to take hold

SLIDE 81 WMYJ QUOTE

Why hasn't that place, that "atmosphere" been born?

What is it in the minds of white people that will not let equity finally become a concept few could challenge in our society.

Young said, I think it's time to study that!

We've been studied

We can't breathe - you can't see

Why can't we breathe? and what is it that white people, in general, that is in sufficient enough numbers in the population, can't see?

SLIDE 82 WMYJ QUOTE

Young named names and blamed the institution for its role in the failure

He blamed conservatives, and - he blamed mostly the group he termed the 80%.

SLIDE 83 WMYJ QUOTE

I'm focusing on liberals here because we know that there is precious little or no hope for the conservative white person in this country and absolutely no hope for the extreme right conservative on the matter of justice and equity for the most oppressed minorities

Also, because I'm pretty sure that many, if not most and just maybe all, of the people here in this room, this morning, at this conference, consider yourselves liberals.

SLIDE - "YOU WILL NOT REPLACE US!"

Right Wing Republican Leadership knows this

I POSIT

-30, 47, 60

-We can never ever look like the people we serve NYC

-Design education doesn't create "atmospheres" that allow black students to breathe within such as the music, dance, athletic and

-It begins with leadership and role models of people who look like the people you are trying to include

-The crisis is in our hearts not in our professionalism

SLIDE - EXCELLENCE + INNOVATION

HAS TO BE A BLACK FACE

STARTS WITH PROFESSORS

CHANGE WOULD TOPPLE THE VERY EXISTENCE

EXCELLENCE

Definition

The Absurdity of Excellence

INNOVATION

Definition

Dilemma

-There is no way to bring our contributions into the current pedagogical debate without severe complications

AIA MEMBERSHIP

STRUCTURAL ENGINEERS MEMBERSHIP – Includes RACE, gender and compensation

OUTCOME - They BOTH SUCK at RACE!

I posit that the very salvation of these black and Latino young men and women that I speak of here today are a direct affront to the safety and survival of America as we know it

If this is the case for somewhere between 15-30 percent of the white population and another 18 percent after a crisis of White Supremacy such as the election of a Black president, then how are we liberal and progressive folks supposed to fight?

All Out is my answer

ALL OUT

There is no other way

This body right here before me today, you all, represent the elite minds of the profession of interior design education

What you all do say today has a power far beyond the business sector and the political arena in many ways

In this room are the people who can turn things around significantly

Total commitment to perhaps the biggest challenge is reaching an optimum level of inclusion or the two largest ethnics groups here in this country who to this day still remain hopelessly outside the fields of environmental design.

INNOVATION FOR EXCELLENCE!

A collective understanding that our humanity is above all and that excellence will emerge more justly from an honest approach of making will be innovation indeed!

2018 March

EYES NO LONGER WIDE SHUT

**Confessions of privilege and
friends in high places**

A dear colleague of mine graciously accepted my request to visit his studio with my Grad interior design studio this semester

After arrival and seeing the wonder upon the faces of mu students at the kind of work he had on display we began to engage

He had cleaned up quite a bit and really prepared for this visit

I think he enjoys being around young Design students as well

The 11 students that chose my studio this semester in the options studio format were working on their second assignment of the semester

The project for the semester is the research and design for a small business project Mc baton for Harlem this n the Mart 125 Building on 125th St or MLKJ Blvd

This assignment involved the students design a chair in homage to a Black activist inspired by a Black activist artist.

Students brought their first model study to the studio for another voice on their chosen design direction

After listening to each student tell him of the activist and artist they assigned and their initial concepts for the chair, something came over him

He began to shower praise on the students efforts for reaching as far as he determined they had into this kind of investigation

10 of my students are Asian and one British Indian

He is Japanese

And for the next several minutes he replied I the following

You students are very lucky to be learning these kinds of things in design school

I did not know these things

You know I was arrested some years ago and I was sent to Rockers Island for holding

One month

But they let me out in 5 Days!

You see I wanted to do something as a art expression after Sept 11th

So I stupidly came up with the idea to place a few brown bags with lighted torches by battery pack in several areas of New York

The police came by, saw me up on the street lamp pole and arrested me

First I was in jail at the local precinct

Then I was arraigned

The judge didn't like me and decided to make an example out of me

They charged me with s federal crime that was punishable by a long sentence in a penitentiary

The FBI agents came from Washington to talk with me

While in the local province cell
One big cell they had and everybody was in there with one toilet in
the corner that was broken and leaking
Everybody used it
We slept on the floor
It was cold and we got no blanket
At first I thought to myself
Lot of Black guys in prison and a lot of rape
Not too many Asian guys like me
I'm small and cannot defend myself well
I was looking for trouble
One black guy came up to me and ask me what did I do?
He was big
I told him and he said
What the fuck!!
You don't belong in here
Then a few other guys came over to me to hear my story
They all took my side and demanded that the guard let me go
They took care of me
Because I was considered by the guards to be a terrorist maybe
I went to see the judge
He told me my bail
Many Blacks guys would get 2,000 or 3,000 bail
It was a racquet
The judge heard my case and set my bail at \$250000
I was scared
I don't have that kind of money
So he said 30 days and I was sent to Ricker's
After two days my picture was all over the city as fellow artist
friends of mine began a petition to free me
Raphael Vinoly put up my bail
He's is a great architect and I use to build models in his studio for
him
He came right away
I got out in just five days
Then I thought about all of those young black guys left the there
Not even able to get 2 or 3 thousand dollars
I got friends and someone to pay \$250,000
I remember one guy
He was 26 years old
And I ask him
How old are you?
How many times you been in here like this
He said 50 times!
50 times
And I said but you are only 26
He said nothing
I also remember there were two rooms at Ricker's they had no
windows and no cameras in them
When you make trouble you could disappear
I heard stories
And blacks cops were as bad as the white cops!

I looked deep into his eyes and at his body language as he told
them he learned a very hard lesson at how Black people are treated
in society

I blurted out

Your eyes are no longer wide shut!

He looked at me perplexed

The students were just listening

Obviously they had no real understanding of what Ricker's meant to
me or now to him

I wondered if he conversation would ever get back to Design

It did

Cause after all I Hara what we were there for!

2018 March

EATING THE ONION

Confessions on race and
privilege by a white liberal
By Rob Fleming

I am a liberal white male over 50. I started this essay right after the shooting incident in Ferguson in 2012 as a way to explain to other white people why the Black Lives Matter movement was so significant. The essay was intended to help white people understand the role that racism and privilege play in an inequitable society. It turned out to be a 5-year diary filled with numerous insights, painful realizations and the complete collapse of my idealized self-image, an existential crisis to be sure.

You see...I went to predominantly black schools, lived in a multiethnic neighborhood, married a black woman, and have two black children. I have black friends (yes, more than one). My mom fought for civil rights in the 60's and women's rights in the 70's. So, in my head, I was the cool white guy. I had insight into the black experience, I had all sorts of empathy flowing. At my job, I worked with students of color as they navigated their way through a sometimes perilous journey of higher education, often fraught with direct exposure to bias. I know for a fact that bad things happen to good people and that good people do bad things. I was in a unique position to tell the story that needed to be told. I could be a hero of sorts, maybe get some attention, even some accolades.

Well, I was wrong.

The truth is this. I have absolutely no real idea of what black folks are going through or how it might feel for them and I never will. I have no authority to speak on their behalf, and I won't do that in this essay or at any other time. I can, however, speak with authority on what I have seen and heard over the past 5 years of my life in America from my own unique position. It's a hard story to read, kind of like eating an onion.

There really is no easy way to eat an onion. You can take one big bitter bite and let the tears well up in your eyes. Or, as in the case of this essay, you can peel and eat one layer of onion at a time methodically taking in the flavor and accepting the discomfort.

There is no joy in this essay, no happy ending, and no specific outcome, but here it goes anyway.

I started to notice something different after the Ferguson shooting in 2012. My wife was distraught, angry and sad. But I was less emotional. It seemed so far away to me, a distant part of the country, not something that affected me. I noticed a change in my black friends and in my extended black family - a sense of frustration that I had seen before but not like this. I started to become more attuned, and in some small way I started, to see more clearly the 'burden' of being

lightness of my own burden, which to be honest, was zero. My wife noticed this in me as well because our conversations were getting more intense and she seemed more and more disappointed by my lack of emotional response to this. Now to be fair, I tend to disengage as a coping mechanism to anything that has the potential to cause me discomfort. To my wife's credit, she persisted. And when I started to see, to really look at what was happening, I carefully observed white folks, especially liberals like myself. What I learned was really frightening. Here is what I learned.

I first noticed how black folks were treated in meetings: Dismissed, talked over, ignored, not given the respect that the white folks were given. I started to see micro-aggressions in real-time and how they can derail one person's power in a meeting and build strength for others at the same time. And when I really started watching, when I really started looking closely at what was happening, I noticed that I was doing it as well. It wasn't conscious, or on purpose, not by design, but nevertheless, it was there.

As a teacher, I noticed that the black students were treated differently than the others by the white teachers and students. They had to work really hard to get noticed. I saw that they were often patronized or worse yet marginalized. The marginalization is the worst, I'd imagine. And then I noticed with surprise and sadness that

I was part of that. That I was doing that to students as well. It wasn't conscious, but it was there in small, almost undetectable ways.

I noticed in my own lectures that I had almost zero examples of black people doing great things. I did show blacks as slaves or as protestors, or as assassination victims but never as heroes or great thinkers or innovators. I noticed that all of the faculty in the department that I was in charge of were white.

In predominately white social events I noticed this sad sense of invisibility that black people sometimes experience. Mostly through lack of eye contact by whites. My wife, on many occasions, was completely ignored. And then I realized again with sadness, that I was doing that...that I was neglecting my own wife or kids in friendly conversation with white folks.

I noticed in job searches that the all-white search committees would find reasons for not wanting to hire black candidates even though they were qualified. I caught myself falling into that as well – making weak arguments for the black candidate, but never putting my foot down, never making a demand and never, ever, calling out bias. That was something for other people to do, people who were braver than me. I noticed that we white folks always say that we can't find any qualified blacks, or that we would never be able to pay them enough followed by a collective shrug of the shoulders. I shrugged my shoulders as well.

At this point, I had to admit that I had an unconscious bias towards black people. This shocked me and destroyed whatever idealized self-image I might have had. I was no longer the "cool white guy," but just another white person not facing up to reality.

We all like to believe we are good people and most of us are. But good

do bad things. And now I was one them, one of the hypocritical white liberals that I looked down upon not long ago. I had hit rock bottom, or so I thought.

Worse yet, I started to realize that my bias towards black folks was actually institutionalized. I had taken my unconscious bias toward people of color and created an institution where on the surface, at least, they were not present, not welcome, not loved.

And so, by definition, this, sadly, makes me a racist. That is a hard thing to write, a hard realization to come to, but it was true, nonetheless. In the three years after Ferguson, I went from diversity champion who was "woke" to a straight up racist. I had hit rock bottom, the lowest of the low. In fact, I was worse than your average racist because I carried myself like a saint, but I was really a sinner – a hypocrite to the nth degree. And yet, I noticed with dismay my continued sense of complacency. After all, there were lots of people working on this "issue" and, even though my idealized self-image was now gone, if I just waited a bit longer, things would get better. Then something unexpected happened - Trump 2016

At this point, if you remember, I was already in bad shape, But I still clung to the idea that society was inherently enlightened, that the "the long arm of justice would prevail" and that I could just be "awake" and help when I could. I was convinced that Hilary would trounce Trump, put him back under his rock, take that racist attitude and beat it into the ground. I watched CNN every night, and I read the polls every day to make sure that Hilary was winning. Secretly I was counting on her victory to build on Obama's work to finally pull the country up out of its racist past (rose-colored glasses). Well, I was wrong again. On election night I came out of class at 10:00 PM, looked at the returns from Florida and I knew right then that she lost.

I also knew right then that I lived in a racist country. Rock bottom had a new, even lower definition, for me. This was not just reality, it was a nightmare.

After the election, I had come to the realization that if I was not fighting against racism, I was complicit in maintaining the status quo.

I was part of the system and therefore deepening the problem. Now, if you know me, I hate confrontation, and now that I was seeing bias and racism playing out daily in front of me, I was simultaneously compelled to say something, but also afraid to make people uncomfortable. What the heck was I to do? If I were really serious, I

would have to confront people on a daily basis, or I had to swallow my words and watch bias play out in real time – all the time. I lose no matter what. I realized that black folks are confronted with this dilemma on a daily basis – to be continuously reminded of inequity, bias, and racism. To know that saying something would create considerable discomfort in the moment, but also that not saying anything will make for more internalized frustration and angst – death by a thousand cuts. I starting to see the burden, a burden carried by centuries of these experiences.

2017

After the Tiki-torch march and the murder in Charlottesville, whatever excuses for inaction I had were exposed. I had to do something, we need to

communities, families, and workplaces... TBD

2018 March

WHAT DO I TELL THEM?

When A young Black child wants to become a designer

By Jack Travis

WHAT CAN I LEAVE YOU WITH

A base or foundation for a strategy

-Find out who you really are

-Get outside assistance

-Outreach further than ever before

-Set Goals

-Change complexion of the leadership

-Set a timeline for desired results

-Allocate the proper amount of resources

-Employ periodic time checks

-Provide more resources if necessary

WHAT DO I TELL THEM

No don't

There is no money in it and young gifted and black inspired people will need money to navigate the daily extra that I and you will continually face for just being young gifted and black

Why design??

Design is really only 10 percent of all else that will be required of you that is not design

This is not HGTV

But this is America and that you will attest

No I say... don't bother

Of course not.

I look them in the eye

Rather I look into their spirit and say

Why do you want to design?

The answer is not so important

What's important is their spirit

And when i can't detect that spirit

I wait on them with all the assistance I can muster

Perhaps it will come through...

But when it is there

I wait on them with all the assistance I can muster

Why?

Because that child

Young gifted and black

Could be the one!

Her generation, could be the one!

I want to thank Doug Seidler for this moment

**The struggle continues but I feel as I hope
you all do that we are on the right side of
history
Thank you!**