



Melvin L. Tate, MA Ed

# Synrgy for the Common Good

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**The Purpose of Synrgy** is to facilitate people working together for the common good in communities by providing the following: Information for Active Involvement; Positive Role Models; Culturally Competent Leadership; Self Help for the Disenfranchised or Marginalized; and Cultural Proficiency for all.

**The Synrgy Focus** is on local and state stories, issues, and concerns that are relevant to people and communities nationwide and Synrgy uses a flexible approach to addressing diversity, equity, and social justice issues.

“...During the 16 years I was on the Kent School Board Mel Tate’s work in the area of diversity and equity in the Kent School District helped people of all backgrounds to better understand one another and to work together...”  
Bill Boyce , Council Member, city of Kent, and former School Board Member



“Outside of direct experience, the best way to learn a new idea is to discuss it. *Synrgy* helps form the topics for that discussion, and thus influences perceptions and actions.”  
Suzette Cooke,  
Mayor, city of  
Kent

**The Synrgy Approach** Utilize Synrgy publications and other methods to accomplish its purpose. Synrgy uses emails and letters to influence policy makers; publish the Synrgy newsletter; provides well researched, persuasive position papers; writes editorials, among its use of other communication methods; and speak and/or presents publically. Synrgy collaborates with people serving on committees, boards, and holding public office, as well as with community activists, individuals, and organizations to achieve the common good. Synrgy pulls together coalitions as needed to unite individuals and groups behind a common cause. Synrgy fosters discussion and debate on a variety of diversity, equity, and social justice issues.

**Synrgy as a Source of Information** Synrgy provides information, education, research, and insight, on a variety of Diversity, Equity, and Social Justice Issues. Synrgy recognizes the fact that black people, Hispanics, and other groups of color, as well as under-served whites, and recent immigrants could be more visibly and equitably represented in a variety of institutions based on the groups’ proportion in their community populations. Accurate demographic and other kinds of information that foster better understanding of issues is key to creating synergy, collaboration, and peaceful coexistence.

**Synrgy’s Positive Role Models** Synrgy regularly identifies positive role models of all backgrounds, including their thoughts, works, and accomplishments as examples of successful ways to address and foster synergy among people.

**Synrgy’s Leadership Support** Synrgy provides information for **all** leaders serving diverse populations; information that helps those leaders to understand and appreciate the differences and similarities between groups. The information helps leaders to become more culturally competent and responsive to the needs of their constituents and their clientele. Using local examples as often as possible in business, politics, education, and other areas Synrgy frequently identifies leaders who are moving themselves and/or their institutions/ organizations in the right direction in terms of serving all people. Synrgy will also review and recommend books, film, conferences, trainings, and other sources that help to enhance leaderships’ ability to serve more diverse groups. Synrgy may also identify leaders to write articles about the successes, accomplishments, programs, and activities in their organizations.

**Synrgy Research and Best Practice** Synrgy provides a variety of research relative to diversity, equity, and social justice issues. The research touches on education, economics/employment, political perspectives, labor, and a variety of other topics. Many of the Synrgy publications will draw upon and often quote research.

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"...I find the publications from Synrgy to be necessary and very helpful as I try to traverse the landscape of community service and caring. Whenever anyone endeavors to serve well, it is vital to have information, opinions, insight, advice and support from a publication, and its writer, to be able to be an effective voice around the table..." Gwen Allen-Carston, Owner of C & G Hair and Beauty Supply, Mayor's Advisory Team, and Member of city of Kent Chamber Board



"...What I appreciate about the articles in *Synrgy* is, that there always seem to be an attempt to get both perspectives on the topics. This balanced approach has helped *Synrgy* earn credibility with its readers..." Jim Berrios, Owner Golden Steer Restaurant, Kent Chamber President, and inspiration to create Synrgy

**Encourage and Empower** Many elected officials, bureaucrats and other leaders are thirsty for involvement from more diverse groups. Synrgy provides information on issues, research, and opportunities for those who may feel disfranchised to become involved in their community's decision making processes. The best cultural competence training is actually interacting with people of different backgrounds and experiences while seeking to understand the similarities and differences. People are less likely to criticize decisions if they are involved in the formation of those decisions, policies, processes, procedures and practices. Synrgy encourages involvement and offers information that empowers people to become more visible, and interact more with elected officials and bureaucrats in local institutions and organizations. Such encouragement might include serving on committees, councils, boards, commissions, service clubs, and perhaps running for elected office. Synrgy also consistently provides evidence and encouragement that institutions can be influenced by and responsive to those who get involved. Simultaneously Synrgy helps policy makers, power brokers, and others who are part of the dominant culture to understand and interact with the macro culture.



"...Synrgy does a great job not only recognizing various community leaders and organizations for their commitment to doing what is right, but really pushes its readers to open our minds to the successes and challenges that face our children, schools, businesses and community each and every day..." Dr. Wade Barringer, Principal of Kent-Meridian High School, one of the largest high schools in the state and the most diverse high school in the state.

## Synrgy Services

**Referral Services:** Recommending professional presenters, workshops, speakers, facilitators, seminars, classes, and working professionals on a variety of diversity, equity, social justice topics, e.g., cultural competence, behavior management, ombudsman, school discipline, cross-cultural conflict, team building, and more.

**Resources and Support for Organizations:** Helps groups to organize and advocate for themselves; Helps organizations to create, develop, and establish programs and services; to evaluate program effectiveness, to restructure programs and services; and to promote programs and services.

**Synrgy Network:** Maintains a network sharing well researched and best practice information relative to a range of diversity, equity and social justice issues, publish opinions, and publish the work of positive role models.

## Background

Much of what Synrgy offers is the result of years of Melvin Tate's education, research, and experience in the Kent School District, the city of Kent, and the community at large. Services are also provided by other professionals in a variety of areas that are a part of the Synrgy Network. To learn more about Melvin Tate and Synrgy go to <http://synrgy.biz> and click on About Us.



"Synrgy is enlightening with thought provoking publications and community work that engages the mind; something the reader will value," Barbara Phillips, Mayor's Advisory Team, city of Kent Land Use, President of the CNC