



# Exploring Family Culture

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# Who is 21/64

- 21/64 is a non-profit working with families who are engaging the next generation in their decision making.
- Our heritage is family enterprise and philanthropy with The Seagrams Company & ACBP.
- The Great Wealth Transfer research out of Boston College by Schervish and Havens set the stage for 21/64's work in 1999



# What is Culture?

*“We are what we repeatedly do.”*

-Aristotle

- Culture is HOW (not WHAT) we do in families.
- Definition: A system of shared values and beliefs that can lead to expectations that guide the way individuals approach their interaction with each other.



# What is a Family?

- Many ways to define a family
- The concept of the family as an emotional unit implies a deep, multi-generational connection between family members that significantly influence the behaviors of its members outside of their conscious awareness. It conceptualizes the family as one organism.

# + Family Culture

- Families have beliefs and customs that provide identity for the whole as well as the individual
- Family members have defined roles
- Stories, values, and shared work are the way culture is expressed
- It is a living culture and evolves in reaction to nodal events and external factors



# Observing Family Culture

- To gain understanding of how the culture operates in a family system we use the 21/64 Family Diagram tool
- Studying patterns of behavior over multiple generations in a family, reveals new and more effective options for solving problems and for being intentional in your response to the automatic role you are expected to play



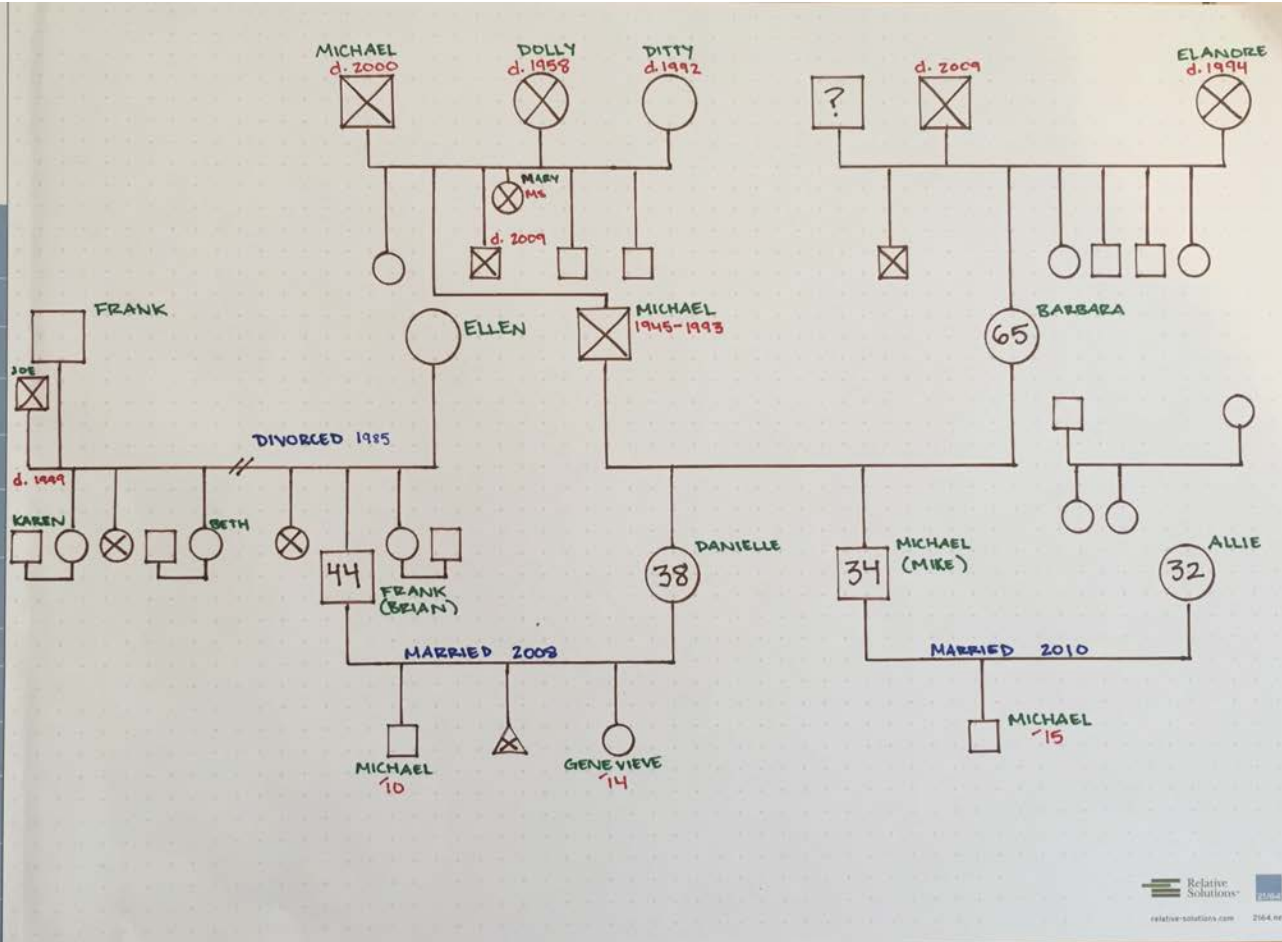


# + My Family Diagram

## FAMILY DIAGRAM

Chart at least three generations starting with yours. Fill in as much data as you can, using the symbols in the key below. The Family Diagram Legend has additional symbols, roles and themes you may choose to explore. Look for patterns in the system you are charting. Take your time and go easy. Remember, this is a new way to see a family.

Male	<input type="checkbox"/>	Female	<input type="checkbox"/>
Male deceased	<input checked="" type="checkbox"/>	Female deceased	<input checked="" type="checkbox"/>
Gay	<input checked="" type="checkbox"/>	Lesbian	<input checked="" type="checkbox"/>
Transgender man to woman	<input checked="" type="checkbox"/>	Transgender woman to man	<input checked="" type="checkbox"/>
Birth Year: above symbol on left	'41 - <input type="checkbox"/>		
Age: inside symbol	'91 - <input type="checkbox"/>		
Death: age at death inside symbol, death date above symbol on right	1943 - 2002 <input type="checkbox"/>		
Income: above birth/death date	\$80k '74 - <input type="checkbox"/>		
Immigration	<input type="checkbox"/>		
Marriage	<input type="checkbox"/>	m '91 <input type="checkbox"/>	
Divorce	<input type="checkbox"/>	m '91 // d '98 <input type="checkbox"/>	
Children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conflictual relationship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Used/intense relationship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





# + Family Diagram- Step 1- the People

- Begin drawing the diagram in the middle of the page, **starting with you** and the other members of your generation.
- Write your age in the center of the square if you are a male, or a circle if you are female, and then write your name to the side.
- From here, expand the diagram, trying to **include at least three generations**—whether that means going back to your parents' and grandparents' generation, and/or going forward to your children or grandchildren.
- Then add siblings, spouses, cousins, etc. When drawing siblings, start on the left, drawing from eldest to youngest.

# + Family Diagram- Step 2: the Data

- Once you have drawn all the people in each generation, **fill in as much data as you can**. For example, you might include dates of important events (marriage, divorce, birth or adoption, moves, death etc.).
- Then **add more information** if you have time such as where people were born, religious affiliations, occupations, education, health, illnesses, or causes of death.
- Reference the **Legend** if you need help with symbols or make up your own.

# + Family Diagram- Discussion

- Now put your pen down. **Reflect on the data you have just mapped.**
  - What do you see?
  - What patterns or ideas emerge when you look at what you've drawn?
  - What is your role? How has it changed over time?
  - If you reflect back, how in the past have you typically respond to a family pattern?

# + Family Diagram- Step 3: Meaning

- **The next step is a process of discovery. Choose one area of focus.**
- **Wealth-** Draw a dollar “\$” sign where wealth exists in the family. How was it made? Who has wealth now? Who does not? Who will inherit it?
- **Philanthropy-** Draw a heart symbol to represent who are the philanthropists in the family, counting those who give time and talent as well as treasure. If there is formal giving, who set it up? Who plays a role today? Who will inherit stewardship?

# + Family Culture and Managing Change

*It is the nature of a man as he grows older to protest against change, particularly change for the better.*

**-John Steinbeck**

- The natural state for a family culture is to preserve the customs and traditions, the “status quo,” and yet, families, like all natural systems cannot survive if they don’t recognize the need for change and adapt to new circumstances



# Culture is Key

- A strong culture flourishes with a clear set of values and norms that actively guide HOW a family does things and takes care of its members.
  - Operates from a sense of empowerment rather than reactivity
  - Increases flexibility
  - Increases resilience for individuals and larger family