



# CONTEXT : CULTURE

THE GOLDEN RATIO



**AM HORIZONS TRAINING GROUP**  
*nurturing the seeds of change*

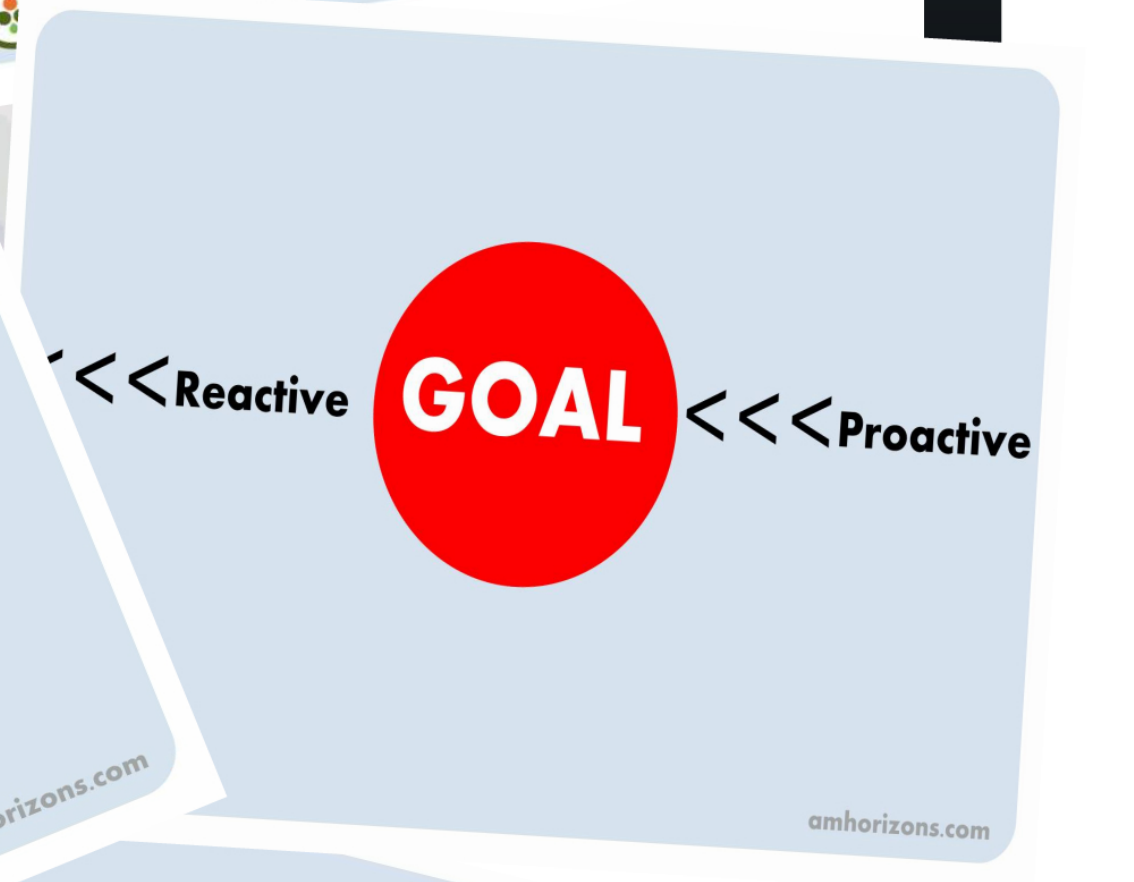


**TRUTHS**  
**HUMANS CAN LEARN, CHANGE, AND GROW**  
**PEOPLE DO WHAT THEY THINK WORKS**  
**ALL BEHAVIOR IS GOAL DIRECTED**  
**ATTITUDE IS A REACTION TO GOALS**

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**Respect:**  
 5 Reasons we don't get it:  
 1. Do as I say...  
 2. Because I said so  
 3. Earn my respect  
 4. Not my baby  
 5. Disrespect=Violence

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Human needs/Self efficacy

**SIGNIFICANCE**  
**BELONGING**  
**SAFETY**

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# CONTEXT

PLACE >> TIME >> SPACE

CONTEXT  
CULTURE  
BELIEFS  
THOUGHTS  
BEHAVIORS  
EMOTIONS



## PREAMBLE of the CONSTITUTION

*We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defense, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.*

**1863 Emancipation January 1, 1863**

**1920 August 18, 1920, the 19th amendment, women's voting rights**

**1924 Indian Citizenship Act**

**1964 Civil Rights Act**

**1978 Native American Freedom of religion**

**1990 ADA-Americans with Disabilities Act of 1990**

July 2, 1964. The act outlawed segregation in businesses such as theaters, restaurants, and hotels. It banned discriminatory practices in employment and ended segregation in public places such as swimming pools, libraries, and public schools.

## Declaration of Independence

### Paragraph II

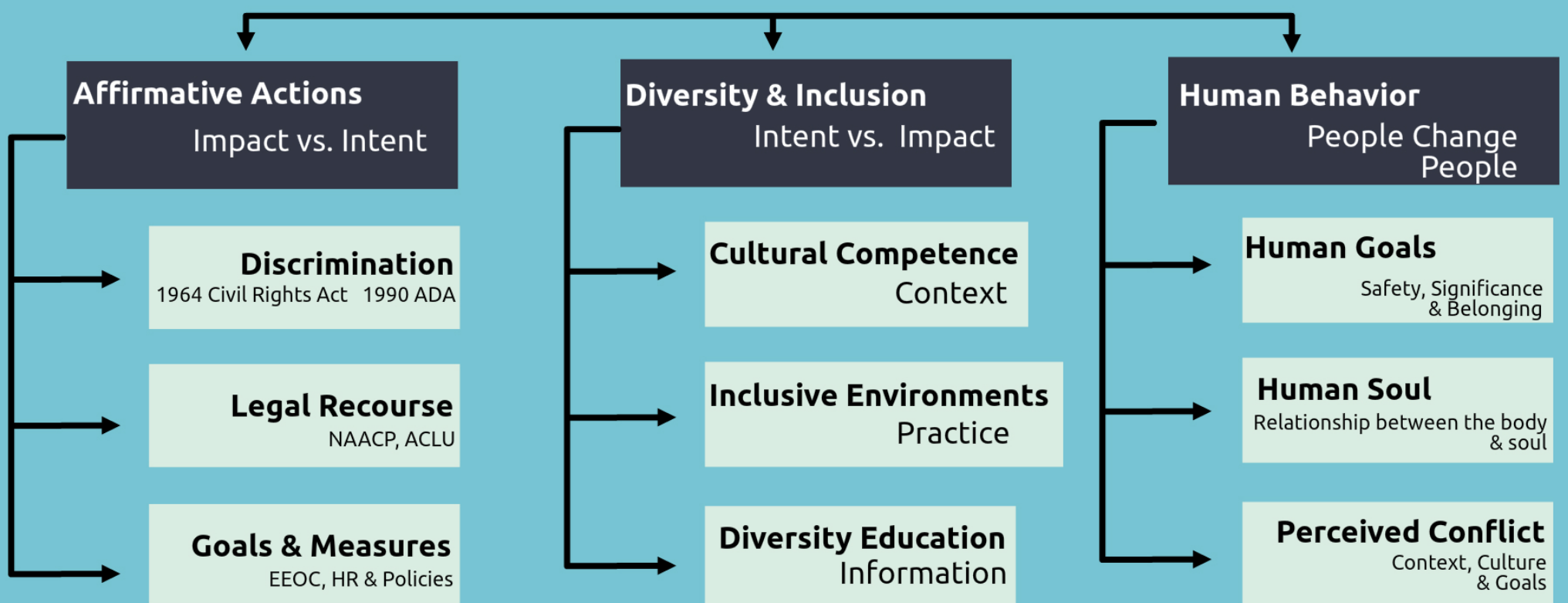
*We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.*



"I've come upon something that disturbs me deeply," he said. "We have fought hard and long for integration, as I believe we should have, and I know that we will win. But I've come to believe we're integrating into a burning house." ~ Rev. Martin Luther King

# Diversity, *Inclusion* & Affirmative Actions

## Strategies for Corrective Actions & Healing Bigotry-Prejudice-Discrimination



# Overcoming Barriers to my HUMANITY



Dignity and Honor  
in Being Human

Bigotry  
Prejudice  
Discrimination

Significance  
Belonging  
Safety

**MEME:**  
The smallest form of  
thought the building  
blocks of culture, faith,  
belief and reality.

**Thoughts**  
The concepts, images and  
conversations one has  
in ones mind.

**Emotions**  
The attitude, disposition  
and mood that fuels  
behaviors.

**Action/Behavior**  
The external expression  
of thoughts and emotions  
directed towards a goal.

**B P D**

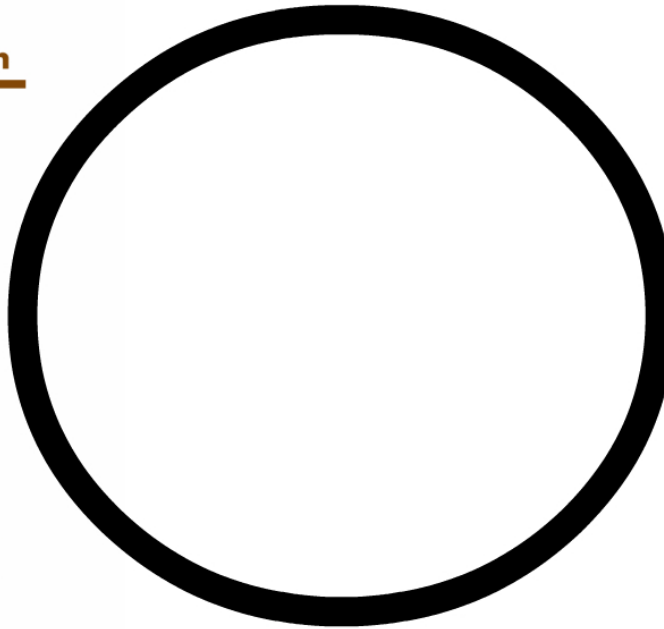
HEAD

HEART

HAND

Thought  
Emotion  
Action

**Historical Trauma**  
**Institutional Racism**  
**Poverty**  
**"Whiteness"**



This model is being used for illustrative purposes only.

# THE SEASON OF INTENT

Sticks and Stones...

Laws of been created to deal with, manage and give consequences for larger social ills.

Impact vs. Intent.

In Human Relation's work we talk about, deal with and learn to manage human behavior.

Intent vs. Impact.

# IMPACT vs INTENT

Human Resources, Internal Affairs & EEOC Compliance:

Laws are able to fix or offer remedies, consequences to these conflicts or misunderstandings

**MICRO AGGRESSIONS Diminish:**

- Discretionary Effort
- Inclusive Environments
- Cultural Continuity
- Personal Best
- Empowered Self

Notes

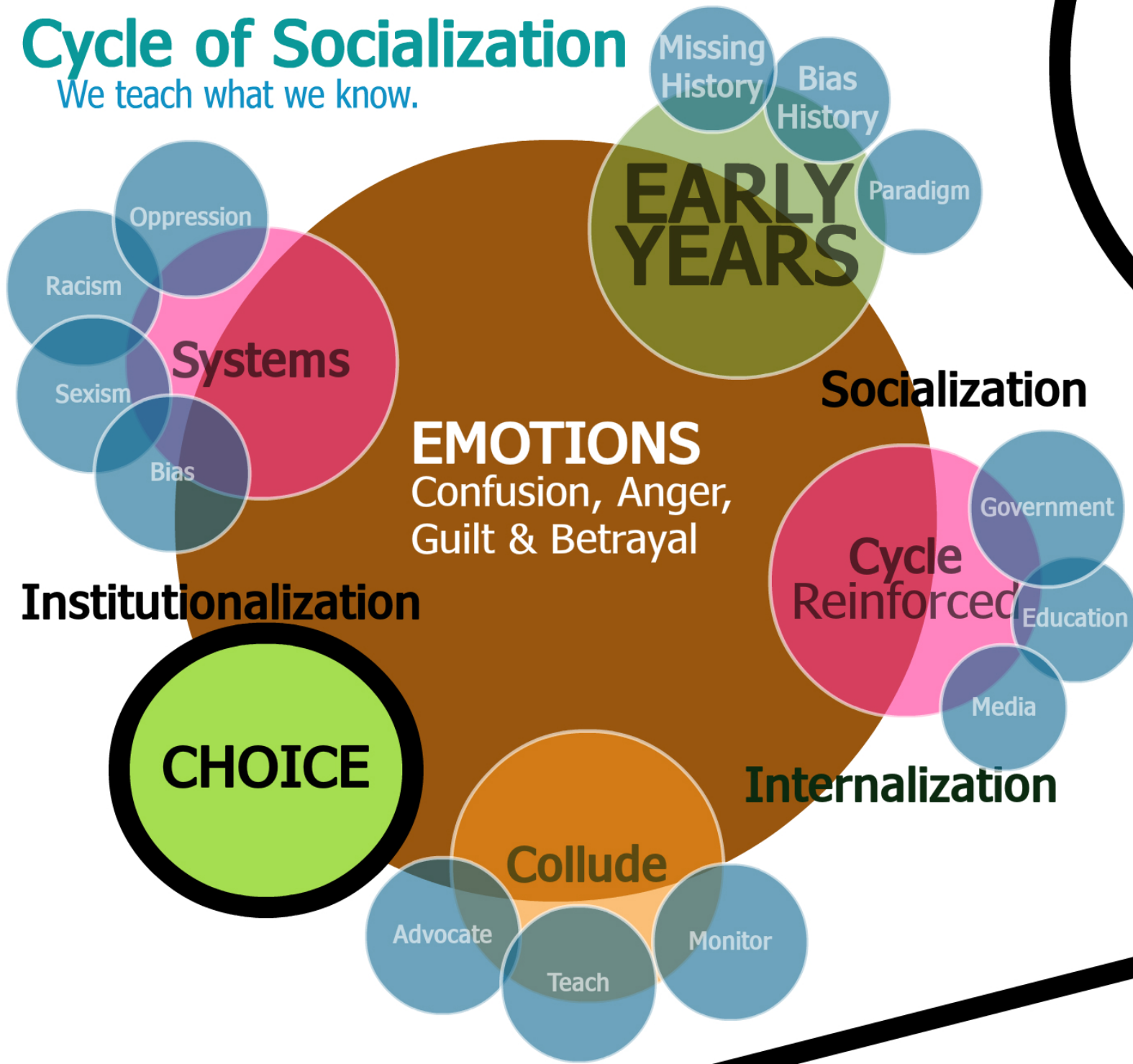
# INTENT vs IMPACT

Personal Relationships, cultures, morale and workplace environments:

We take care of each other, add human element to procedures and policies.

# Cycle of Socialization

We teach what we know.



**CONTEXT:**  
Background Music  
Time, Geography,  
Education, Space,  
Government, Climate,  
Population,  
Demographics

Stereotypes  
Bias/Prejudice  
Ethnocentrism

**Artifacts: Can see**

**Values: Can't See**

	African Americans	European Americans	Latino/a Americans	Asian Americans	Disabled Americans	Native Americans
Parents and Family						
Friends						
School and Workplace						
TV, Movies and Media						
Personal Experience						


FACTS X=X TRUTH  
 PAST X=X FUTURE  
 NEWTON'S 1st LAW

How many Planets?  
 1982...  
 Today...

## The True Size of Africa

A small contribution in the fight against rampant *Immappancy*, by Kai Krause

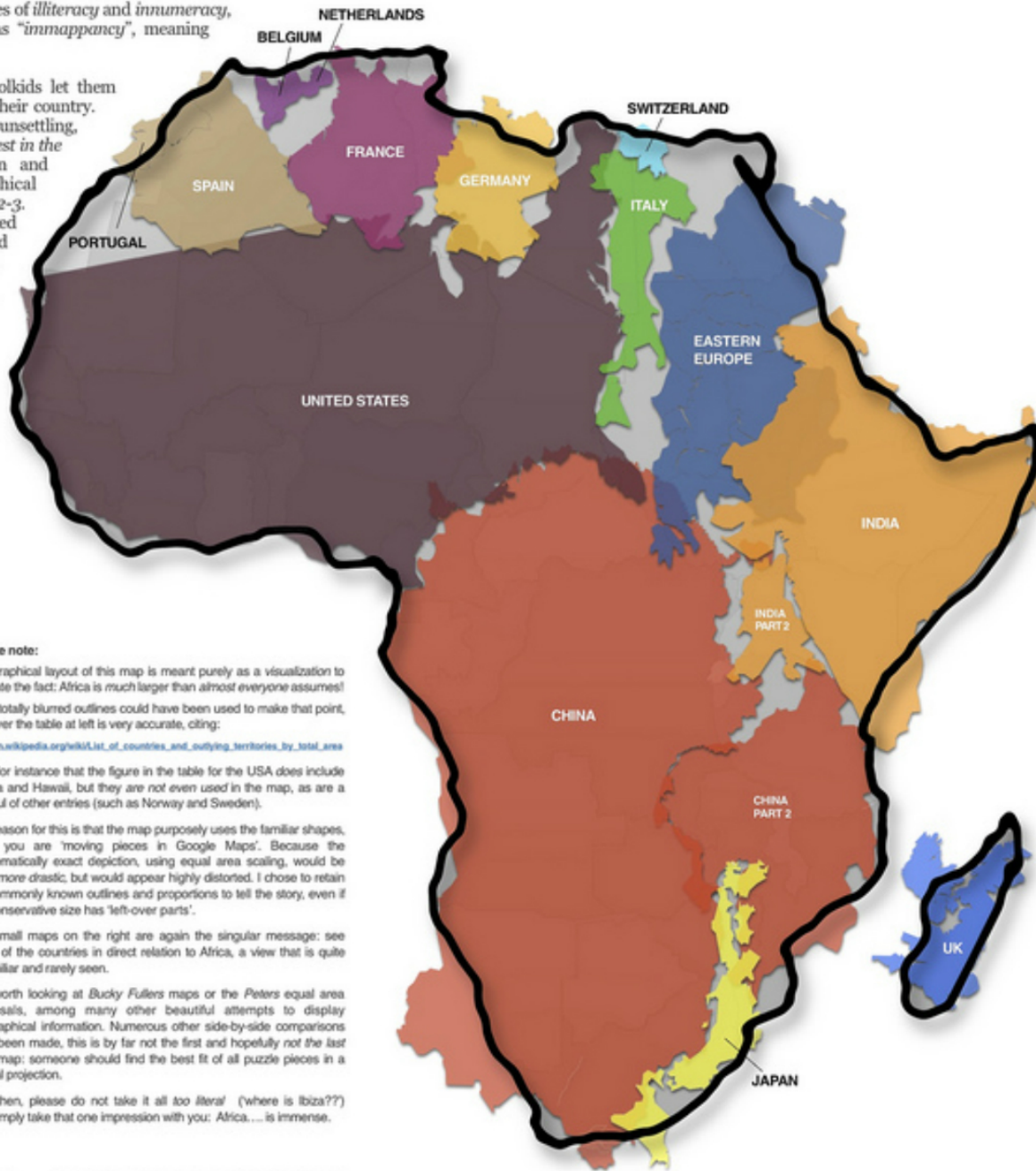
In addition to the well known social issues of *illiteracy* and *innumeracy*, there also should be such a concept as "*immappancy*", meaning *insufficient geographical knowledge*.

A survey with random American schoolkids let them guess the population and land area of their country. Not entirely unexpected, but still rather unsettling, the majority chose "1-2 billion" and "largest in the world", respectively. Even with Asian and European college students, geographical estimates were often off by factors of 2-3. This is partly due to the highly distorted nature of the predominantly used mapping projections (such as *Mercator*).

A particularly extreme example is the worldwide misjudgement of the true size of Africa. This single image tries to embody the massive scale, which is larger than the *USA, China, India, Japan* and *all of Europe* - combined!

COUNTRY	AREA x 1000 km <sup>2</sup>
USA	9.629
China	9.573
India	3.287
Mexico	1.964
Peru	1.285
France	633
Spain	506
Papua New Guinea	462
Sweden	441
Japan	378
Germany	357
Norway	324
Italy	301
New Zealand	270
United Kingdom	243
Nepal	147
Bangladesh	144
Greece	132
<b>TOTAL</b>	<b>30.102</b>
<b>AFRICA</b>	<b>30.221</b>
Just for Reference: The Surface of the MOON	37.930

Please note:  
 The graphical layout of this map is meant purely as a visualization to illustrate the fact: Africa is much larger than almost everyone assumes! Even totally blurred outlines could have been used to make that point, however the table at left is very accurate, citing:  
[http://en.wikipedia.org/wiki/List\\_of\\_countries\\_and\\_outlying\\_territories\\_by\\_total\\_area](http://en.wikipedia.org/wiki/List_of_countries_and_outlying_territories_by_total_area)  
 Note for instance that the figure in the table for the USA does include Alaska and Hawaii, but they are not even used in the map, as are a handful of other entries (such as Norway and Sweden).  
 The reason for this is that the map purposely uses the familiar shapes, as if you are 'moving pieces in Google Maps'. Because the mathematically exact depiction, using equal area scaling, would be even more drastic, but would appear highly distorted. I chose to retain the commonly known outlines and proportions to tell the story, even if this conservative size has 'left-over parts'.  
 The small maps on the right are again the singular message: see some of the countries in direct relation to Africa, a view that is quite unfamiliar and rarely seen.  
 It is worth looking at *Bucky Fullers* maps or the *Peters equal area* proposals, among many other beautiful attempts to display geographical information. Numerous other side-by-side comparisons have been made, this is by far not the first and hopefully not the last such map: someone should find the best fit of all puzzle pieces in a neutral projection.  
 Until then, please do not take it all too literal (where is Ibiza??) and simply take that one impression with you: Africa... is immense.



## Top 100 Countries

Area in square kilometers, Percentage of World Total  
 Sources: Britannica, Wikipedia, Almanac 2010

	AREA km <sup>2</sup>	%	
1	Russia	17.098.242	11.50
2	Canada	9.964.670	6.70
3	China	9.596.961	6.40
4	United States	9.529.091	6.40
5	Brazil	8.514.877	5.70
6	Australia	7.692.024	5.20
7	India	3.287.263	2.30
8	Argentina	2.780.400	2.00
9	Kazakhstan	2.724.900	1.80
10	Sudan	2.505.813	1.70
11	Algeria	2.381.741	1.60
12	Congo	2.344.858	1.60
13	Greenland	2.166.086	1.50
14	South Arabia	2.149.690	1.40
15	Mexico	1.964.375	1.30
16	Indonesia	1.860.360	1.30
17	Libya	1.759.540	1.20
18	Iran	1.628.750	1.10
19	Mongolia	1.564.100	1.10
20	Peru	1.285.216	0.86
21	Chad	1.284.000	0.86
22	Niger	1.267.000	0.85
23	Angola	1.246.700	0.85
24	Mal	1.240.192	0.83
25	South Africa	1.221.037	0.82
26	Colombia	1.141.748	0.78
27	Ethiopia	1.104.300	0.74
28	Bolivia	1.098.581	0.74
29	Mauritania	1.025.520	0.69
30	Egypt	1.002.000	0.67
31	Tanzania	945.087	0.63
32	Nigeria	923.768	0.62
33	Venezuela	912.050	0.61
34	Namibia	824.116	0.55
35	Mozambique	801.590	0.54
36	Pakistan	796.095	0.53
37	Turkey	783.562	0.53
38	Chile	756.102	0.51
39	Zambia	752.612	0.51
40	Myanmar	676.578	0.45
41	Afghanistan	652.090	0.44
42	Somalia	637.657	0.43
43	France	632.834	0.43
44	C. African Rep	622.984	0.42
45	Ukraine	603.500	0.41
46	Madagascar	587.041	0.39
47	Bolivia	582.000	0.39
48	Kenya	580.367	0.39
49	Yemen	527.968	0.35
50	Thailand	513.120	0.34
51	Spain	505.992	0.34
52	Turkmenistan	486.100	0.33
53	Cameroun	475.442	0.32
54	Papua New Guinea	462.840	0.31
55	Uzbekistan	447.600	0.30
56	Monaco	446.550	0.30
57	Sweden	441.370	0.30
58	Iraq	438.317	0.29
59	Farquary	406.752	0.27
60	Zimbabwe	390.757	0.26
61	Japan	377.930	0.25
62	Germany	357.114	0.24
63	Rep. of Congo	342.000	0.23
64	Finland	338.419	0.23
65	Vietnam	331.212	0.22
66	Malaysia	330.803	0.22
67	Norway	323.802	0.22
68	Côte d'Ivoire	322.463	0.22
69	Poland	312.685	0.21
70	Oman	308.500	0.21
71	Rely	301.356	0.20
72	Philippines	300.000	0.20
73	Burkina Faso	274.222	0.18
74	New Zealand	270.467	0.18
75	Gabon	267.668	0.18
76	Western Sahara	266.000	0.18
77	Ecuador	256.369	0.20
78	Guinea	245.857	0.17
79	United Kingdom	242.900	0.16
80	Uganda	241.028	0.16
81	Ghana	238.539	0.16
82	Romania	238.391	0.16
83	Laos	236.800	0.16
84	Guyana	214.969	0.14
85	Belarus	207.600	0.14
86	Kyrgyzstan	199.951	0.13
87	Senegal	196.722	0.13
88	Eyria	185.180	0.13
89	Cambodia	181.035	0.12
90	Uruguay	176.215	0.12
91	Suriname	163.820	0.11
92	Tunisia	163.610	0.11
93	Nepal	147.181	0.10
94	Bangladesh	143.998	0.10
95	Tajikistan	143.100	0.10
96	Greece	131.957	0.09
97	Nicaragua	130.373	0.09
98	North Korea	120.538	0.08
99	Malawi	118.484	0.08
100	Eritrea	117.600	0.08
<b>TOP 100 TOTAL</b>	<b>132.632.524</b>	<b>88.34</b>	

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# Change the conversation

*Why do we still have discrimination?*

**DISCRIMINATION is a simple EQUATION.**

**BIGOTRY  
PREJUDICE  
DISCRIMINATION**

**Emotions + Thoughts = Behavior**

**B \_\_\_\_\_ + P \_\_\_\_\_ = D \_\_\_\_\_**

1863-----1964-----2014

Laws of been created to deal with, manage and give consequences for larger social ills.

Impact vs. Intent.

In Human Relation's work we talk about, deal with and learn to manage human behavior.

Intent vs. Impact.

**DO THE MATH**  
*it keeps adding up...*

We know that learning has been successful when we see a change in behavior.

Behavior only changes when an individual realizes that their current behavior is not leading them to their goal.

My values are not negotiable, however my methods may be a point where negotiations can occur.

Discrimination by another name.



1. Do as I say...
  2. "Earn my respect"
  3. Boys will be boys
  4. Not my child
  5. Disrespect=Violence
- amhorizons.com    Respect 5 reasons we can't get it.

RULES + RELATIONSHIP = RESPECT  
 RULES - RELATIONSHIP = REBELLION  
 Thought + Emotions = Behavior

## Family

## Team

- |   |  |
|---|--|
| -Belonging based on existing relationship                               | -Belonging based on contract (spoken or written) to work           |
| -Significance comes from relationship                                   | -Significance comes from performing                                |
| -Safety provided for by parents   | -Safety negotiated with co-workers                                 |
| -Basic needs met by parents   | -Basic needs are met by self responsibility                        |
| -Personal and group maintenance are emphasized                          | -Task and function are served by maintenance                       |
| -Acceptance is emphasized   | -Challenge to grow is emphasized                                   |
| -Goal: be happy and comfortable   | -Goal: be productive and achieve                                   |
| -Conflict generally related to hurt feelings                            | -Conflict related to task, goals and values                        |
| -Critique is based on being nice, fitting in and taking care of members | -Critique is based on collaboration, performance and meeting goals |
| -The "free lunch" still exists  | -Self initiate brings "bread"                                      |
| -Function follows form  | -Form follows function   |
| -Expectations are frequently assumed                                    | -Work expectations are frequently negotiated                       |
| -Disappointment is the favorite feeling of unmet expectations           | -Unmet expectations are subject to consequences                    |
| -Members not fired  | -Members can be fired  |

### Micro Inequities/Discretionary Effort

**Micro Inequities** refers to the ways in which individuals are "either singled out, or overlooked, ignored, or otherwise discounted" based on an unchangeable characteristic such as race or gender.

andreko

### Micro Inequities/Discretionary Effort

**Discretionary Effort** refers to the quality, amount and attitude in which a person chooses to give towards the completion of a contract or obligation based on the perceived quality of their personal/ emotion experience.

andrekoen.com



# there is **Dignity & Honor** in **Being Human**

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Multiculturalism promotes an understanding that the human experience includes, but is not limited to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation..

Defining diversity: Diversity is understood as the fact of human difference that makes a difference in how we interact with one another, communities, institutions and

ourselves, relative to developing and respecting human potential, creating a supportive, nurturing climate and environment, and acknowledging legal responsibilities to historical inequalities.

To heal the harms of the past, to improve our current conditions and provide a future free of bias and discrimination we must look for and offer people the dignity and honor in what it means to be human, even when people don't live up to being their best selves.

## Dignity

## Honor

## Being

## Human

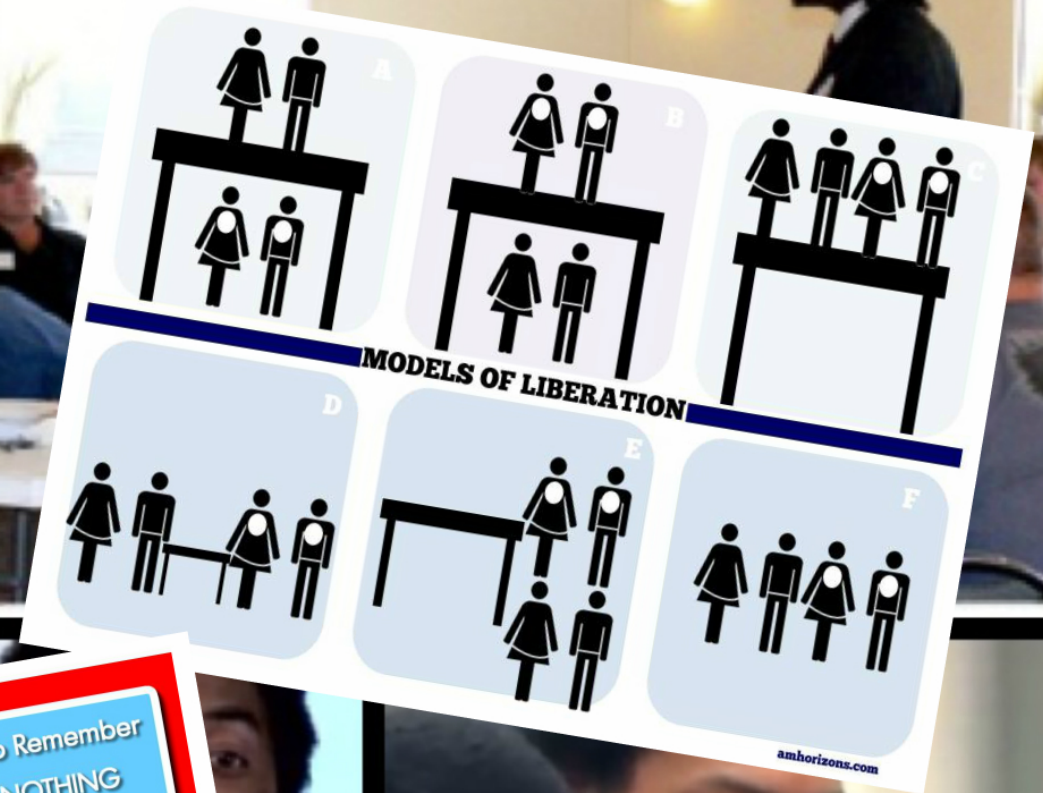
# TOOLS OF LIBERATION

Wealth and Poverty

## Characteristic of an Ally

- Acknowledges that this is a life long process.
- Is willing to take risks, try new behavior and act in spite of own fear or uncertainty
- Take care of self/family
- Act against social injustice with the belief that it is in their best interest
- Takes action to injustice in their own sphere of influence
- Knows how to cultivate and network with other allies
- Believe they can make a difference by speaking out against oppression

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## Get more...

### History:

- Learn your immigration story
- Research family stories
- Find names for family photos
- Visit family homesteads
- Tell your family's story

### Information:

- Watch Documentaries
- Listen to World Radio Stations
- Read Magazines
- Attend Workshops
- Contact Organizations
- First Hand Knowledge

## sPEAKing Up: walking it out

6  
13<sup>22</sup>

- Be Ready
  - Identify Behavior
  - Appeal to Principles
  - Set Goals/Limits
  - Find an Ally/Be an Ally
  - Be Vigilant and Persistent
- (based on tolerance.org)

## 8 Things to Remember

ASSUME NOTHING

MAKE FEELINGS KNOWN

DEVELOP FRIENDSHIPS

BE OPEN ABOUT DIFFERENCES

ENCOURAGE/ ASK QUESTIONS

MISTAKES HAPPEN

NO ONE IS SPOKESPERSON FOR ALL

NO ETHNIC/ SEXIST JOKE IS FUNNY

AS A RESULT OF THIS SESSION: