

A man wearing a white hard hat and a high-visibility yellow safety vest over a dark blue long-sleeved shirt. He is holding a clipboard and looking towards the camera. The background is a blurred construction site with a building under construction and a blue metal stool in the foreground.

POVERTY & WEALTH

Context is Everything

Andre Koen, believes that people possess the ability to empower themselves, and that belief is made manifest by his unique style of teaching.

The Allegory

Imagine prisoners chained since childhood deep inside a cave. Not only are their limbs immobilized by the chains, their heads are as well so that their eyes are fixed on a wall. Behind the prisoners is an enormous fire, and between the fire and the prisoners there is a raised way, along which men carry shapes of various animals, plants, and other things. The shapes cast shadows on the wall, which occupy the prisoners' attention. Also, when one of the shape carriers speaks, an echo against the wall would cause the prisoners to believe that the words come from the shadows. The prisoners engage in what appears to us to be a game naming the shapes as they come by. This, however, is the only reality that they know, even though they are seeing merely shadows of images.

Suppose a prisoner is released and compelled to stand up and turn around. His eyes will be blinded by the firelight, and the shapes passing will appear less real than their shadows. This would no doubt cause the prisoner confusion, fear and anger. Suppose then, that he is dragged up out of the cave into the sunlight, his eyes will be so blinded that he will not be able to see anything. At first, he will be able to see darker shapes such as shadows, and only later brighter and brighter objects. The last object he would be able to see is the sun, which, in time, he would learn to see as that. Understanding what the sun is would require the freed person to learn and experience new things in this new universe.

Once thus enlightened, so to speak, the freed prisoner would no doubt want to return to the cave to free "his fellow bondsmen." Descending back into the cave would require that the freed prisoner's eyes adjust again, and for a time, he would be inferior at the ludicrous process of identifying shapes on the wall. The freed person would no doubt tell the captives of his experiences outside the cave. His descriptions and language would be difficult for them to interpret and understand, this would cause confusion, fear and anger in them as he did experience. Many of the prisoners would not want to be freed. His attempts to free them would make his fellow prisoners murderous toward him and anyone who would attempt to free them.

The CAVE



Mountaintop Part II



Mountaintop Speech excerpt

Respect:

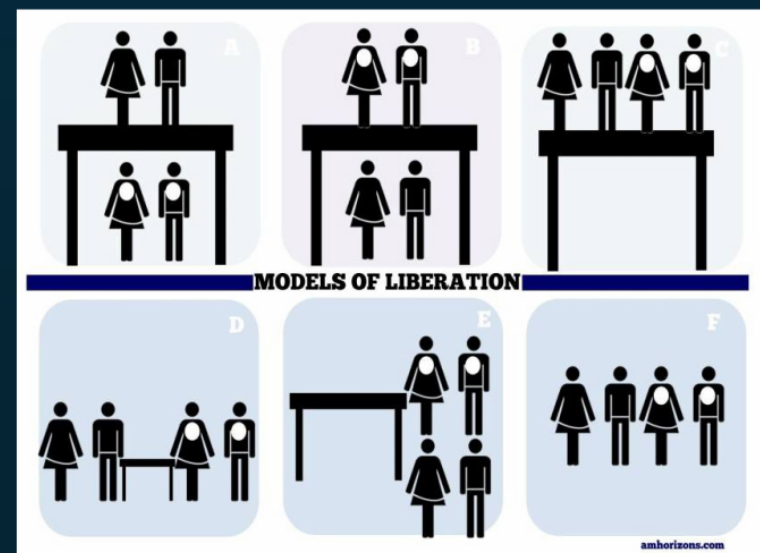
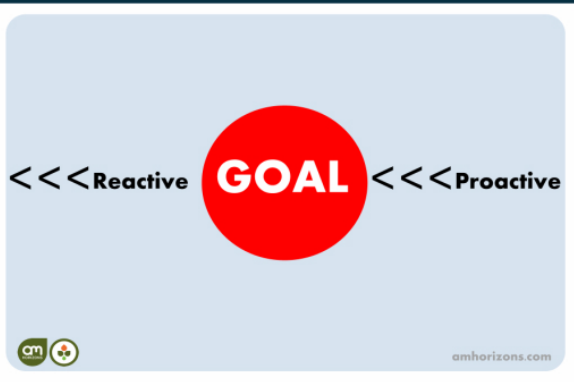
- 5 Reasons we don't get it:
1. Do as I say...
 2. Because I said so
 3. Earn my respect
 4. Not my baby
 5. Disrespect=Violence

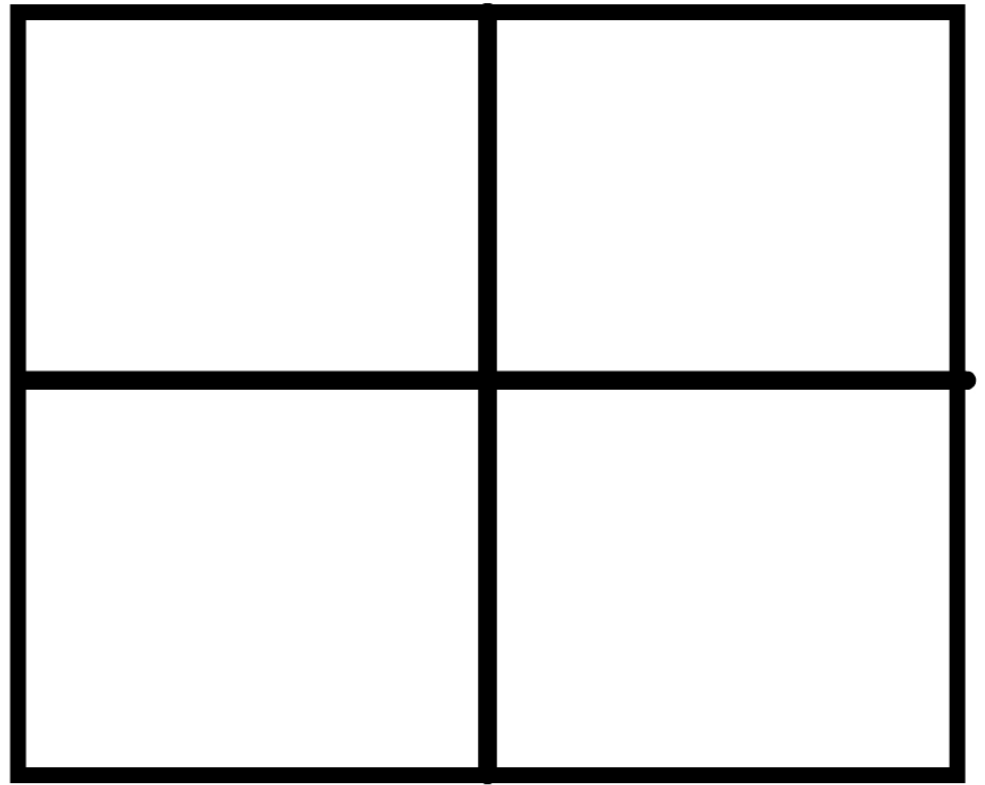
Well, I don't know what will happen now. We've got some difficult days ahead. But it doesn't matter with me now. Because I've been to the mountaintop. And I don't mind. Like anybody, I would like to live a long life. Longevity has its place. But I'm not concerned about that now. I just want to do God's will. And He's allowed me to go up to the mountain. And I've looked over. And I've seen the promised land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the promised land. And I'm happy, tonight. I'm not worried about anything. I'm not fearing any man. Mine eyes have seen the glory of the coming of the Lord.

Dr. Martin Luther King, Jr. delivered this speech in support of the striking sanitation workers at Mason Temple in Memphis, TN on April 3, 1968 — the day before he was assassinated.

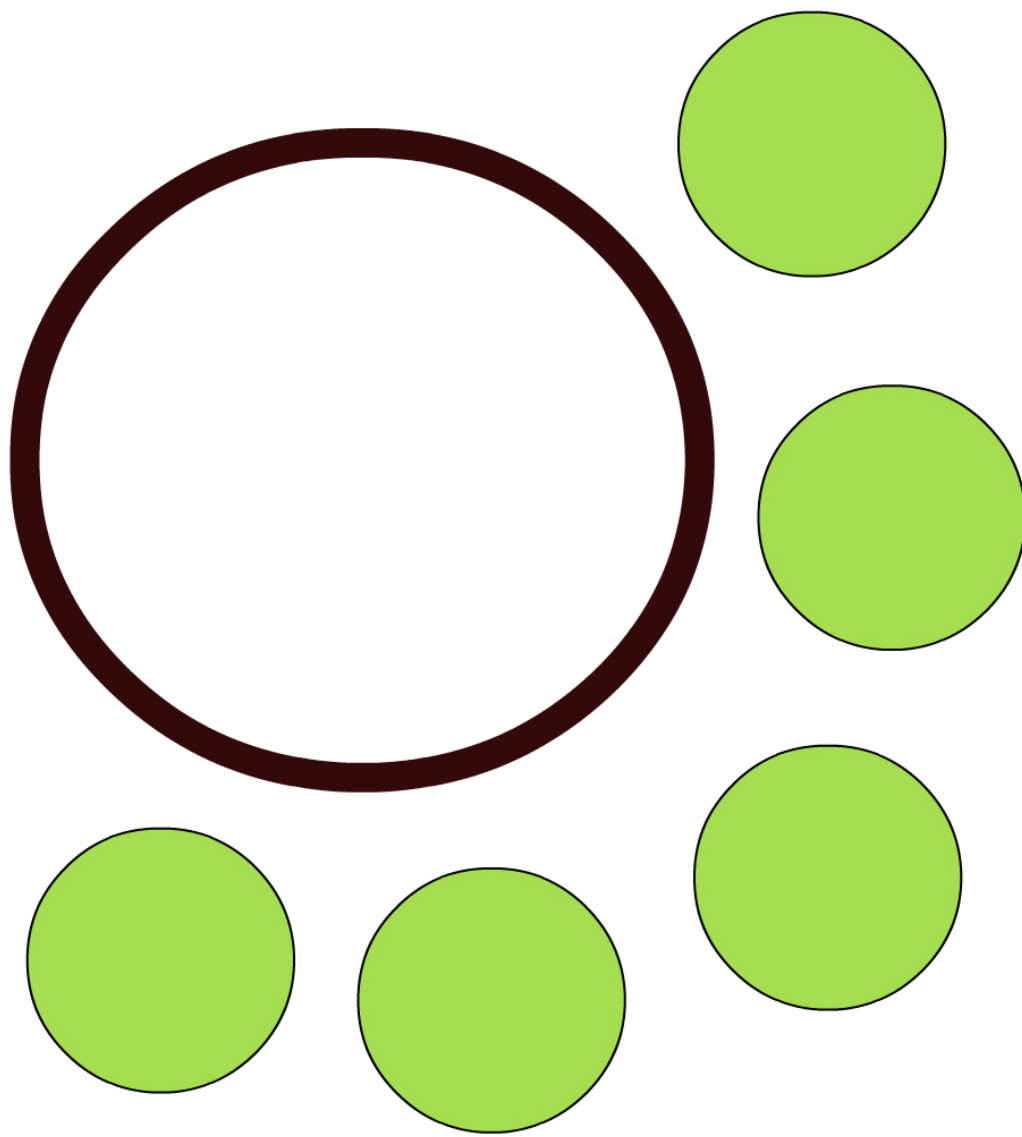
Why does this story not stop here?

What was the Rev. Dr. King's commission or expectation?





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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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<<< Reactive **GOAL** <<< Proactive

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Respect:

5 Reasons we don't get it:

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SIGNIFICANCE BELONGING SAFETY

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

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MODELS OF LIBERATION

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Wealth and Poverty

	Poverty	Middle Class	Wealth
Possessions	family	things	uniqueness
Money	spend	save	invest
Food	quantity	quality	presentation
Time	present	history	legacy
Destiny	fate	choice	manifest
Family	matriarical	patriarical	wealth
Motivation	survival	hard work	connections

*Adapted from the work of Dr. Ruby Paine

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NOTES

Why this discussion?

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.

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

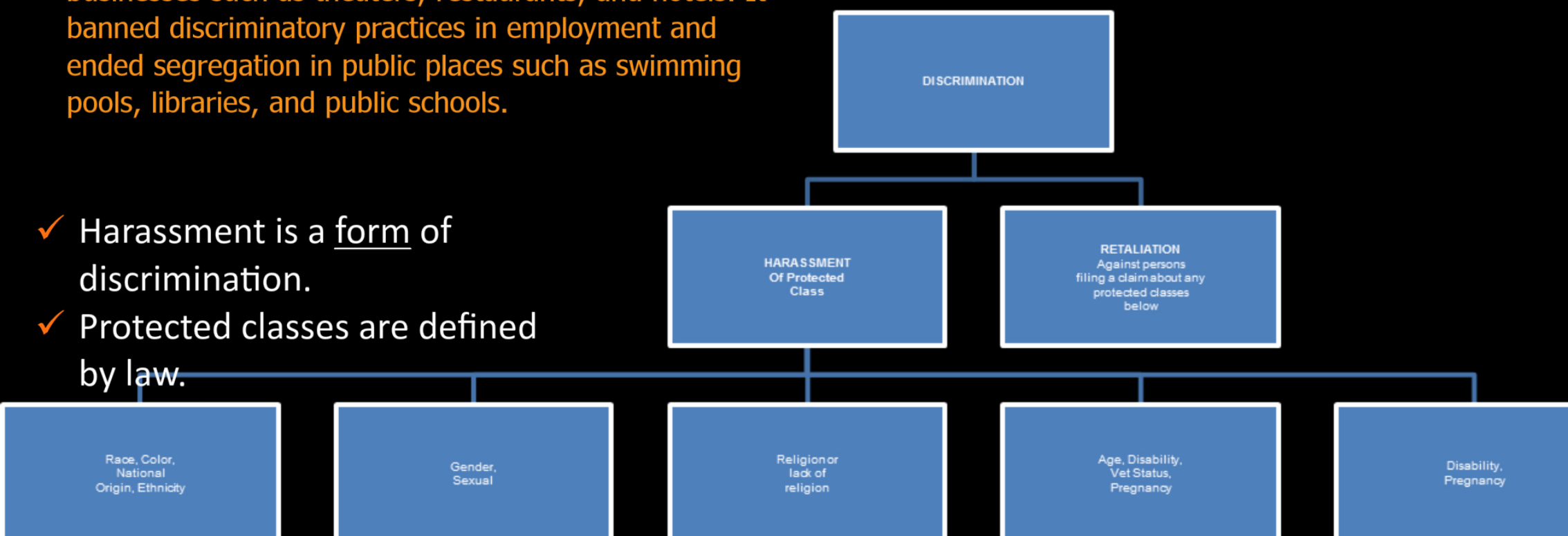
1920 August 18, 1920,
the 19th amendment,
women's voting rights

1964 Civil Rights Act

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.

- ✓ Harassment is a form of discrimination.
- ✓ Protected classes are defined by law.



WHY ARE PEOPLE POOR?

+KNOW

+DON'T KNOW

**+DON'T KNOW YOU DON'T KNOW
(BLIND SPOT)**

What gets said about poor people?

Human needs/Self efficacy

SIGNIFICANCE BELONGING SAFETY



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Motivation

REACTIVE

Coercive: have to, made me, hate it
Based on: Lies, Fear, Violence
Symptoms: lazy, procrastination, excuses, slovenly work
Rewards: extrinsic

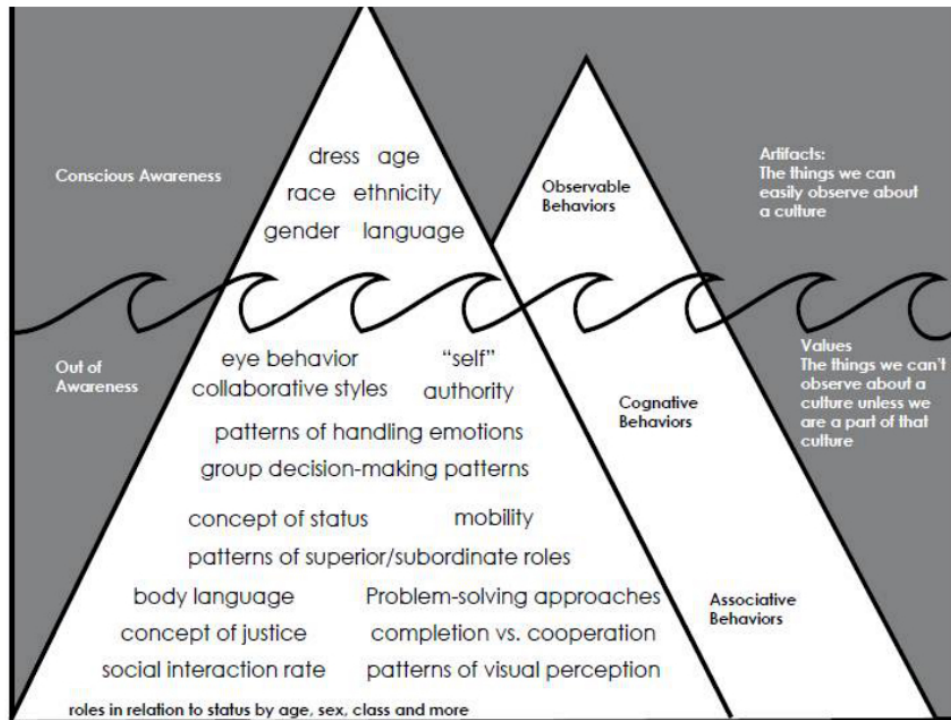
PROACTIVE

Constructive: like to, love me, want to
Based on: priorities, desires, goals
Symptoms: self directed, lack of excuses, optimistic, results focused
Rewards: intrinsic + extrinsic



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WHY DO THEY LIVE THERE?



Wealth and Poverty

Describe the "Hood"

The "HOOD"

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Cultural Iceberg



WHY ARE PEOPLE POOR/RICH?

Can You Survive*

- I know how to get someone out of jail.
- I know how to physically fight to defend myself.
- I know where the best thrift/second hand stores are.
- I know all the bus routes by heart.
- I know what to do when I don't have money to pay bills.
- I know where the free health clinics are.
- I know how and where to get food stamps or EBT card.
- I know how to properly set a table.
- I have been talked to about going to college.
- I know where to get a good interest rate on a loan.
- I decorate my home for different holidays.
- I know how to use the tools in the garage.
- I repair/get items repaired around the house immediately.
- I call the school about my child's progress, without them calling first.
- I can read a menu in French, English and another language.
- I know who the family's lawyers are.
- I have two residences.
- I know how to enroll my children in preferred private schools.
- I know how to read a financial statement and analyze the data.
- I support or buy art of a particular artist.
- I am on one or more boards or charities.

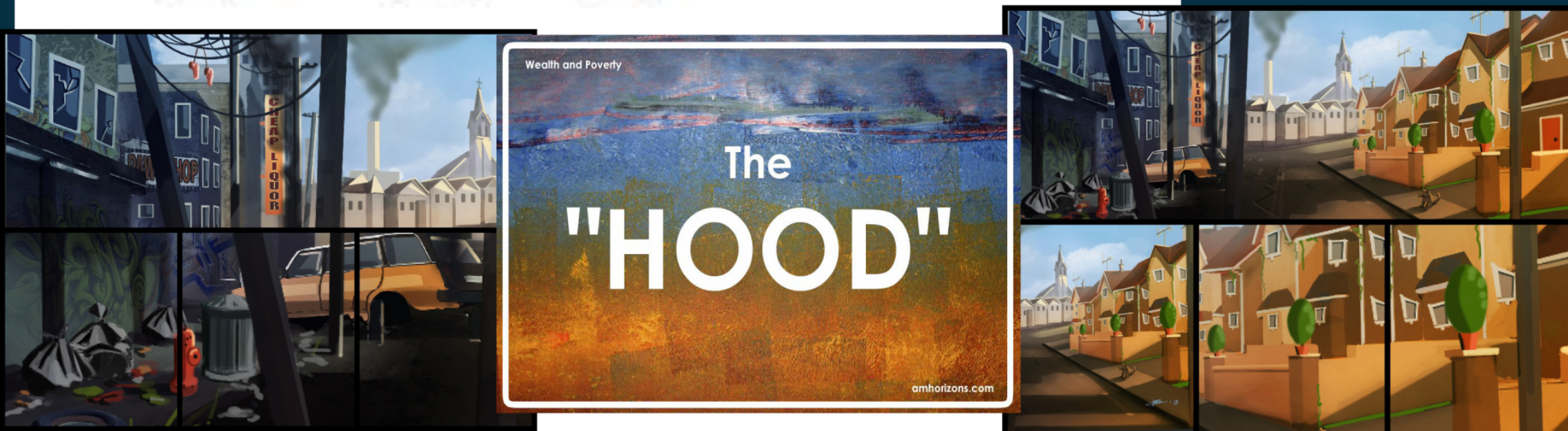
___P

___M

___W

Why are people poor?

What do we say about Poor People?



CULTURAL *Intelligence Quotient*

IQ for What? Context is Everything: All Human Behaviors are a response to a particular context



North America
South America
Europe
Africa
Asia
Oceania

How might people from different parts of the world look at the world, the environment, politics and religion. What role do you believe "place" plays in people's world view?

	Poverty	Middle Class	Wealth
Possessions	family	things	uniqueness
Money	spend	save	invest
Food	quantity	quality	presentation
Time	present	history	legacy
Destiny	fate	choice	manifest
Family	matriarical	patriarical	wealth
Motivation	survival	hard work	connections

*Adapted form the work of Dr. Ruby Paine

What were 3 assumptions you had about why people are in poverty?

What is one thing you should remember about communication when working with people in poverty?

What do people in poverty want for their families?

What might be an asset that you might employ to help people in poverty become self sufficient?

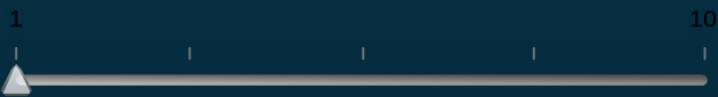
ENGAGING CHANGE

Where did you find accurate information about this group?

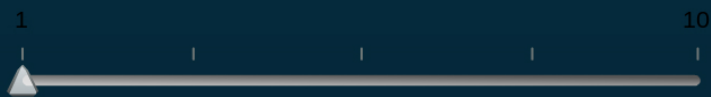
Parents & Family
not helpful 1 to 5 very helpful



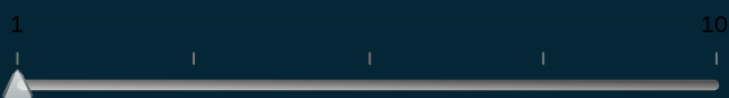
Workplace or Employer
not helpful 1 to 5 very helpful



School or Educational Institutions
not helpful 1 to 5 very helpful



Faith Community
not helpful 1 to 5 very helpful



Friends
not helpful 1 to 5 very helpful



List 3 things that you learned about people in poverty?

How will you use this information in your work?



Micro-Inequities

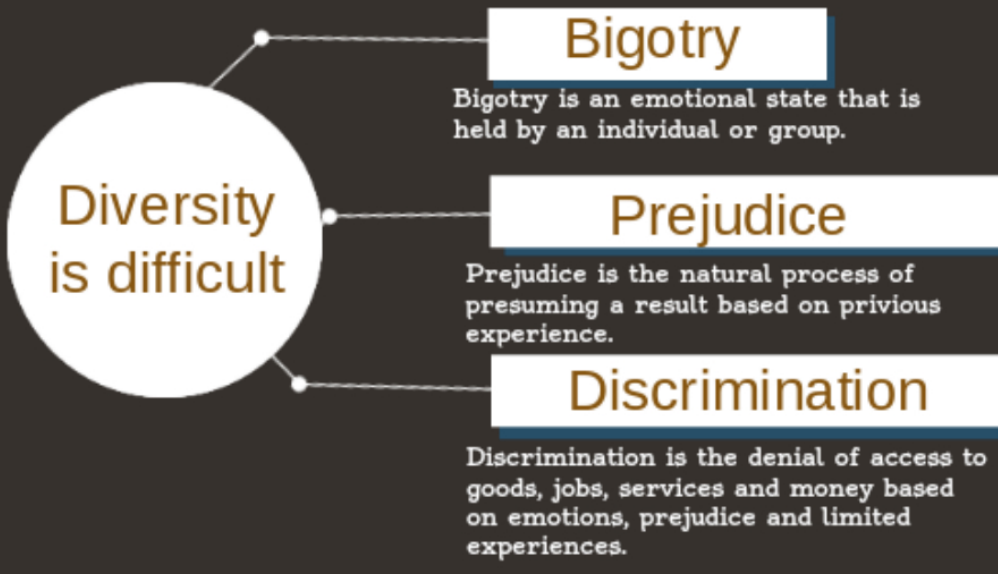
Power of the Small

Andre Koen, facilitator

CHALLENGES

A LOOK AT DISCRIMINATION

Personal Challenges to Diversity & Inclusion



3 types of

Discrimination

Personal

small simple acts or inaction that limit individuals access to power.

Cultural

limits and allowances assigned to groups based on stereotypes and bias information.

Institutional

procedures, policies and practices designed to facilitate bureaucratic limits to power.

What is POWER?

POWER = Access



safe housing, transportation, clothing, food and basic needs

GOODS



equal opportunity employment, livable wages, ada, equal worth

JOBS



education, health care, insurance, bank accounts

SERVICES



capital, fair interest rates, banks, net worth

MONEY

TO ELIMINATE DISCRIMINATION GIVE ACCESS TO POWER

EMPOWERING



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.

Thought ___
Emotion ___
Action ___

B P D

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**SIGNIFICANCE
BELONGING
SAFETY**

there is
Dignity & Honor
in
Being Human

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What is happening in this picture?

What complementary could one make about the 1950s?

Could this scene occur today? Why or Why not?

Is dignity or honor being given in this picture?

What might be effects of this environment on women?

What might be effects of this environment on men?

She getting Dignity?

1 low Dignity----- 10 high Dignity

Rate from 1 to 10



What is his Honor score?

1 low Honor----- 10 high Honor

Rate from 1 to 10



Being Valued Score?

1 low Value----- 10 high Value

Rate from 1 to 10

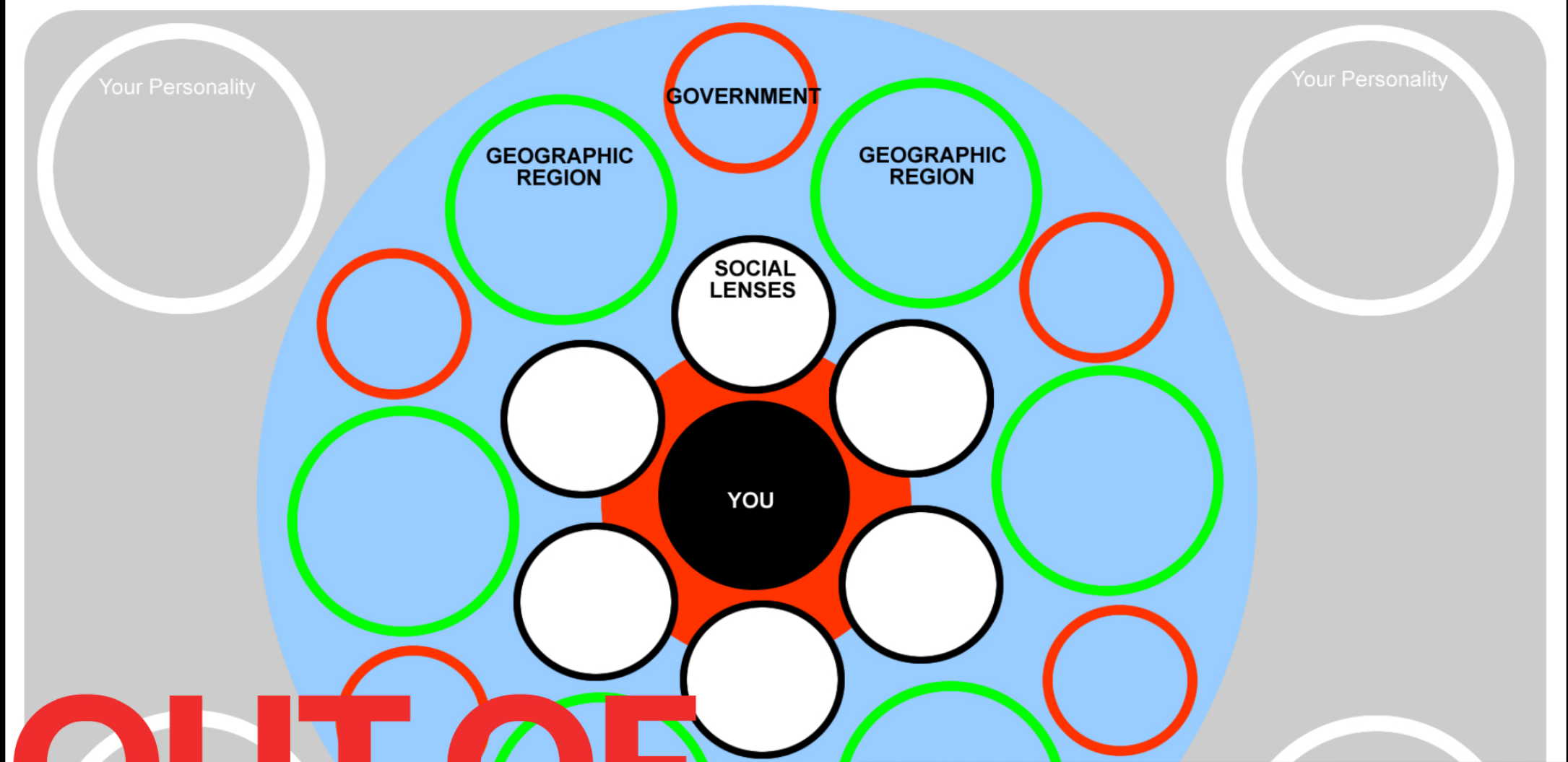


What do you think her attitude might like at work?

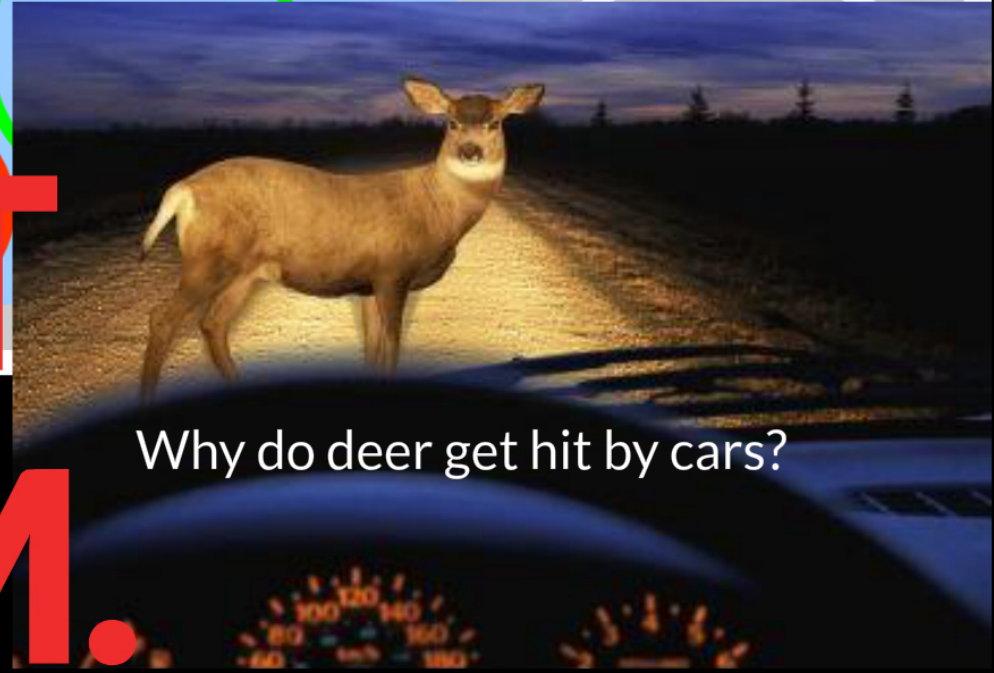
1 poor attitude----- 10 good attitude

Rate from 1 to 10





OUT OF CONTEXT PROBLEM.



This type of problem is outside the norm or context of those who are experiencing the OCP. This OCP operates outside of the knowledge, skills and abilities of experience of what is considered normal and it is generally not considered until it occurs. The capacity to actually conceive, manage or create strategies to resolve the OCP is limited and reactionary at best. Example: the events of 9/11/2001.

Deer have no idea what a car is. They are surprised and mystified by the car's headlight they don't know what to do, so they do nothing. BAMM!!!

OUT OF CONTEXT

FEAR, SHOCKED, UNPREPARED,
UNAWARE, REACTIVE,
ACCIDENTAL

PUT IT IN CONTEXT

COURAGE, THOUGHTFUL,
PREPARED, AWARE, PROACTIVE,
PURPOSEFUL

PARADIGMS SOCIAL LENSE

RACE GENDER RELIGION ABILITY SEXUAL ORIENTATION

SOCIAL VALUES

BIGOTRY
EMOTIONS

STEREOTYPES
BEHAVIORS

PREJUDICE
THOUGHTS

MICROAGGRESSION

INSULTS

ASSULTS

INVALIDATION

MICRO-INEQUALITY

PERSONAL
TARGET GROUP

ENVIRONMENTAL
ORGANIZATIONAL

PERSONAL
DOMINANT GROUP

INTERNALIZE

EXTERNALIZE

BIGOTRY

EMOTION

BIGOTED POLICIES

EMOTION

BIGOTRY

PREJUDICE

THOUGHT

PREJUDICE
PROCEDURES

THOUGHT

PREJUDICE

DISCRETIONARY
EFFORT

ACTION

DISCRIMINATORY
PRACTICES

ACTION

DISCRETIONARY
POWER

FABRIC OF OPPRESSION

RACISM

SEXISM

RELIGIONS
BIAS

DISABILITY

HETERO
SEXISM

PERSONAL
TARGET GROUP

INSTITUTIONAL

PERSONAL
DOMINANT GROUP

DISCRIMINATION

UNFAIR

FAIR

OPPORTUNITY

BROUGHT TO YOU BY



Respect.

5 reasons we can't get it.



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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



American Girl in Italy
Ruth Orkin 1951

LEGAL PROCESS/ HUMAN RELATIONS

MICRO INEQUITIES

Notes

"...they are designed slowly wear down a person's resolve, self confidence and ultimately impair a persons performance."



COPIER ROOM

Men and Women - See Things Differently

"PERCEPTION LEAD TO..."

How might this difference in perception lead to the creation of a micro inequity and empeed a persons discretionary effort?

1. No "off-color" jokes
2. No sexual/gender jokes
3. "No Offense" is an offense
4. "That is just..." Wrong!
5. Say something
6. Work is work
7. Know = No

Avoid a Hostile Work Environment

MICRO INEQUITY/ DISCRETIONARY EFFORT

Mole Hills to Mountains

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 percieved quality of their personal/ emotion experience.

andrekoen.com

there is
Dignity & Honor
in
Being Human

Macro-Boosters

The large ways in which organizations show individuals that they are appreciated and valued.

Micro-Boosters

The small ways in which we show individuals that they are appreciated and valued. Most of these do not involve money.

Notes

BIGOTRY PREJUDICE

emotion = E
thought = T
behavior = B

DISCRIMINATION

QUESTIONS



ALEXANDRA DAL

Microinequity Discretionary Effort

Change your mind.

1. No "off-color" jokes
2. No sexual/gender jokes
3. "No Offense" is an offense
4. "That is just..." Wrong!
5. Say something
6. Work is work
7. Know = No

Avoid a
Hostile Work Environment

Rules - Relationship = Rebellion

Rules + Relationship = Respect

Micro-Boosters

The small ways in which we show individuals that they are appreciated and valued. Most of these do not involve money.

Macro-Boosters

The large ways in which organizations show individuals that they are appreciated and valued.

List 3 things you will do differently as a result of this session.

What is the best way to avoid micro-inequities?

How will you use this information in your work?

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

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

sPEAKing Up: walking it out

6
13²²

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

Wealth and Poverty

- Acknowledges that this
- Is willing to take risks, try new things, overcome own fear or uncertainty
- Take care of self/family
- Act against social injustice in their own best interest
- Takes action to injustice in their own best interest
- Knows how to cultivate and maintain relationships
- Believe they can make a difference against oppression