



# andre koen

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# CHALLENGES

## A LOOK AT DISCRIMINATION

### Personal Challenges to Diversity & Inclusion

Diversity is difficult

#### Bigotry

Bigotry is an emotional state that is held by an individual or group.

#### Prejudice

Prejudice is the natural process of resuming a result based on previous experience.

#### Discrimination

Discrimination is the denial of access to goods, jobs, services and money based on emotions, prejudice and limited experiences.

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 to...



safe housing, transportation, clothing, food and basic needs

#### GOODS



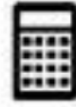
equal opportunity employment, livable wages, ada, equal worth

#### JOB



education, health care, insurance, bank accounts

#### SERVICES

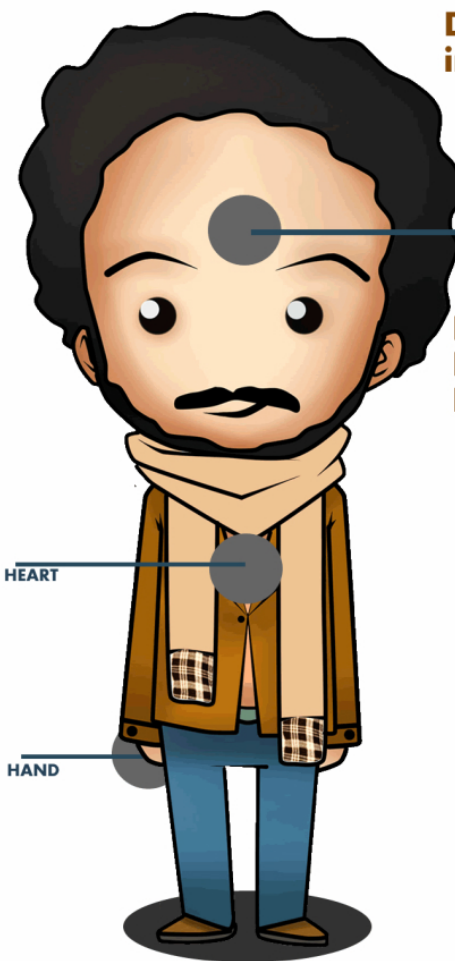


capital, fair interest rates, banks, net worth

#### 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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## 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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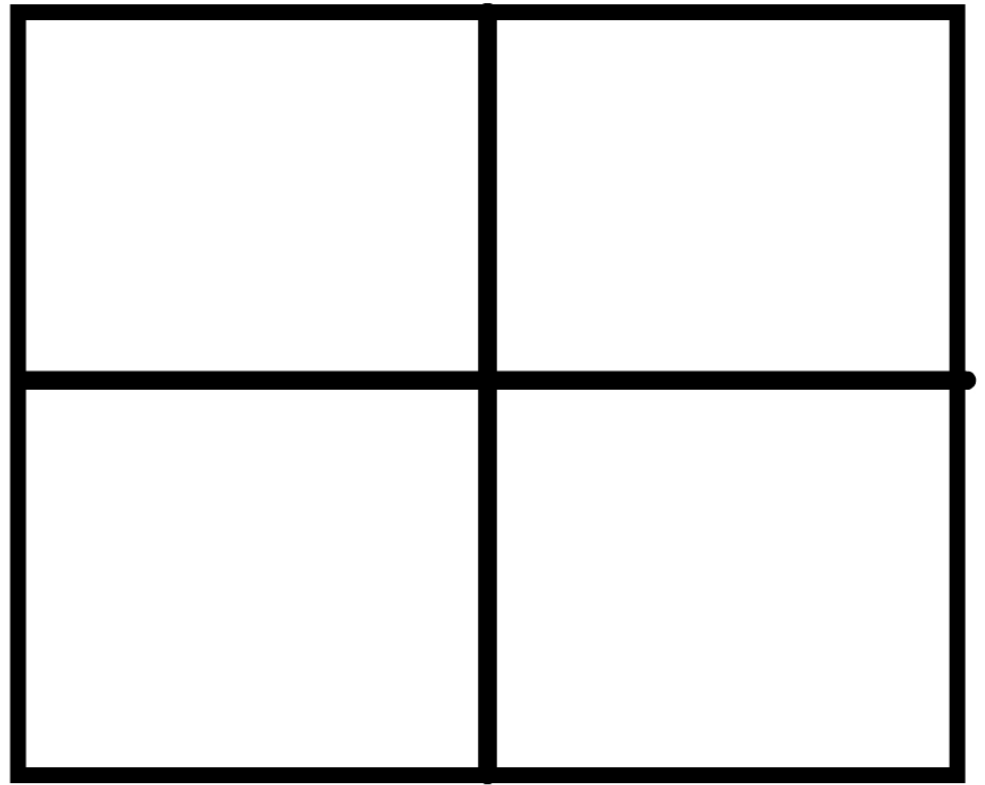
# SIGNIFICANCE BELONGING SAFETY

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

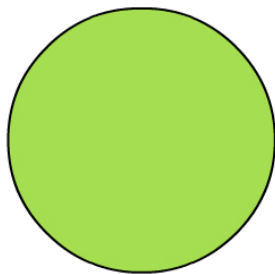
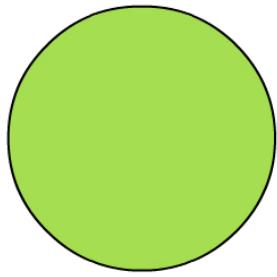
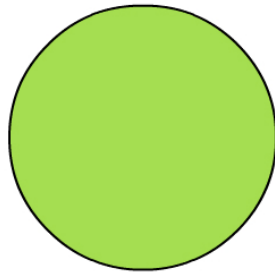
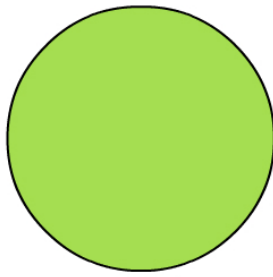
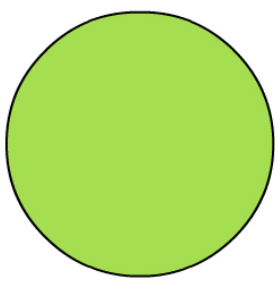
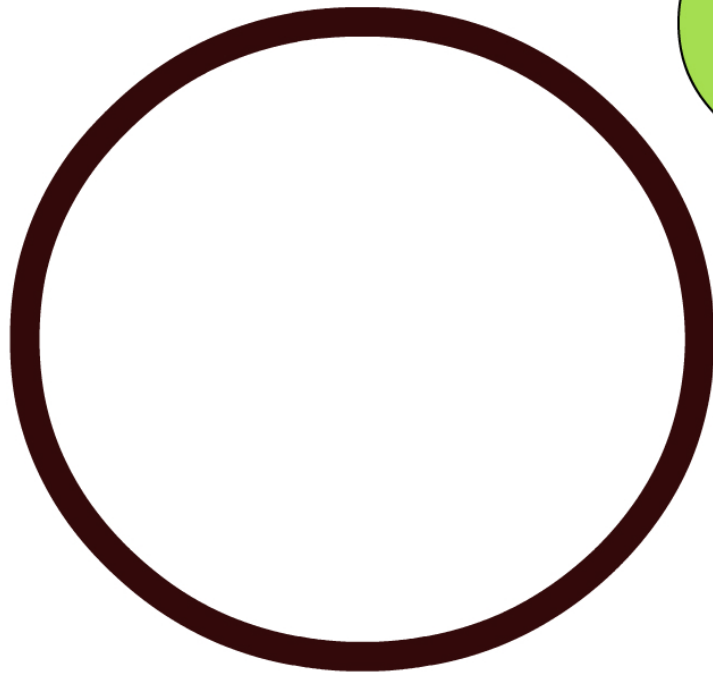
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NOTES





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

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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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Draw a cup

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**MODELS OF LIBERATION**

A: Two people on a table, two people below. B: Two people on a table, one person below. C: Four people on a table, no one below. D: Two people on a table, two people below. E: Two people on a table, one person below. F: Four people standing in a row.

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What is an attitude?

**NO, BUT  
YES, BUT  
YES, AND**

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NOTES





   
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As a result of this session what 3 things will you do differently?

- 1.
  
  
  
  
  
  
  
  
  
  
- 2.
  
  
  
  
  
  
  
  
  
  
- 3.

Notes

