

IF I HAD A  
HAMMER

THE POWER OF RACIAL PROFILING





# READY.

////////////////////////////////////  
Andre Koen Recycling Minds, Enkindling Spirits

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# *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

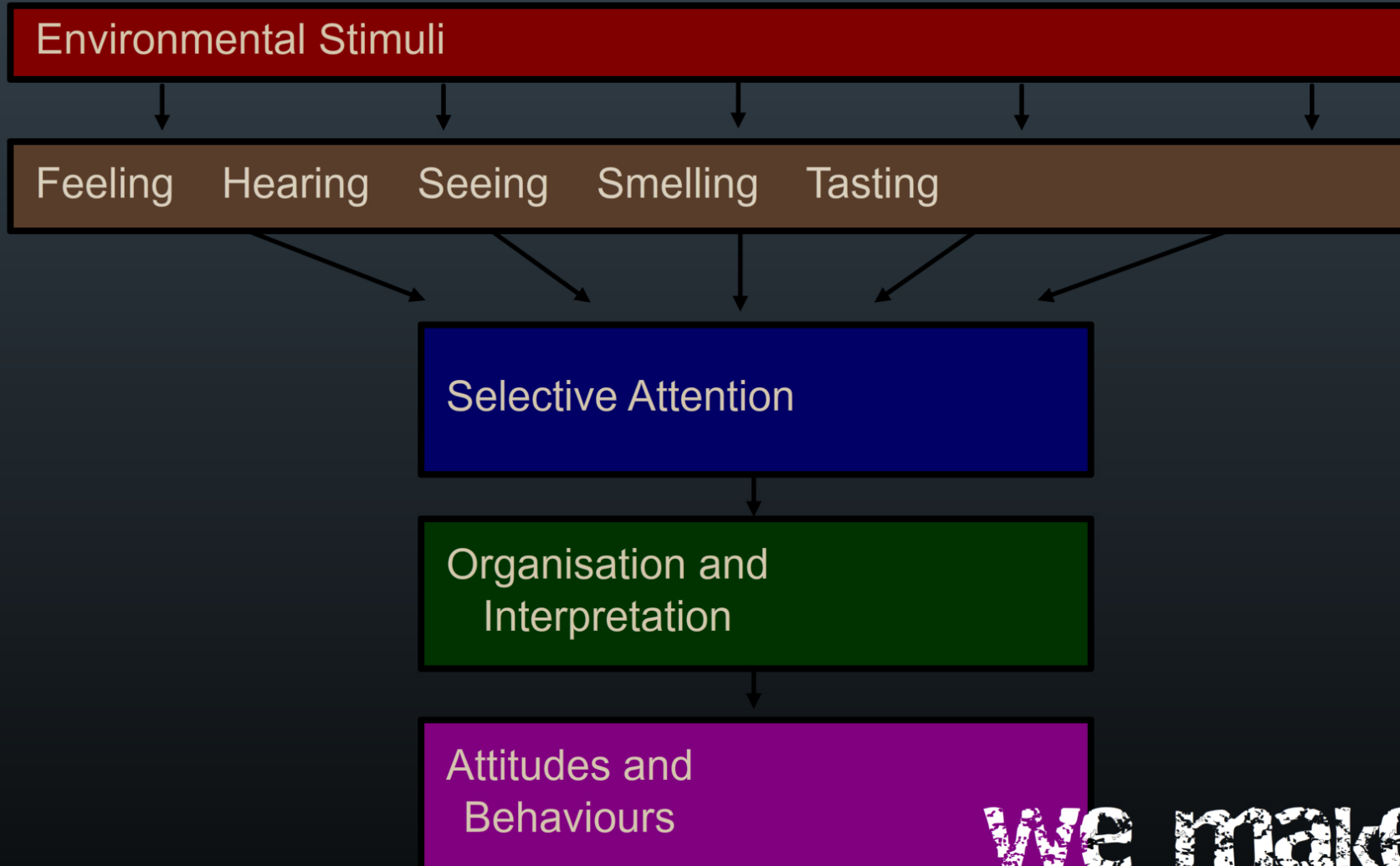
July 2, 1964. The act outlawed segregation in businesses such as theaters, restaurants, and hotels. It banned discriminatory practices in employment and ended segregation in public places such as swimming pools, libraries, and public schools.



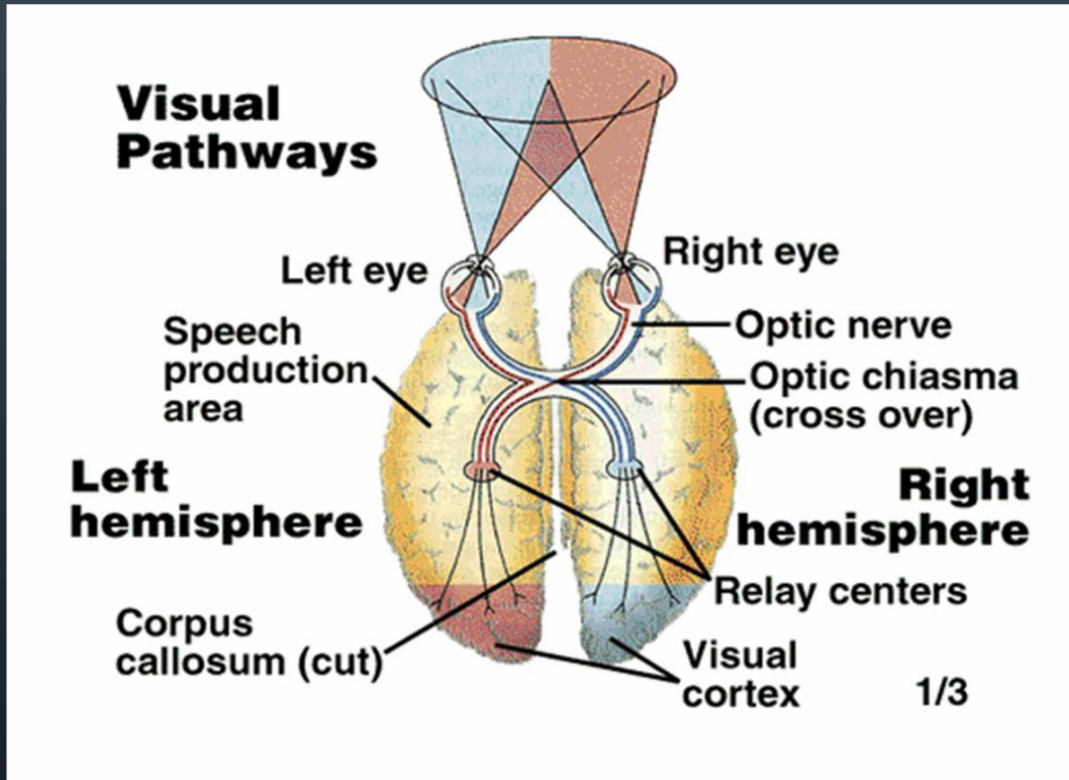




# Perceptual Process Model



**we make sense of the  
WORLD**



# PERCEPTION FIGHT FLIGHT

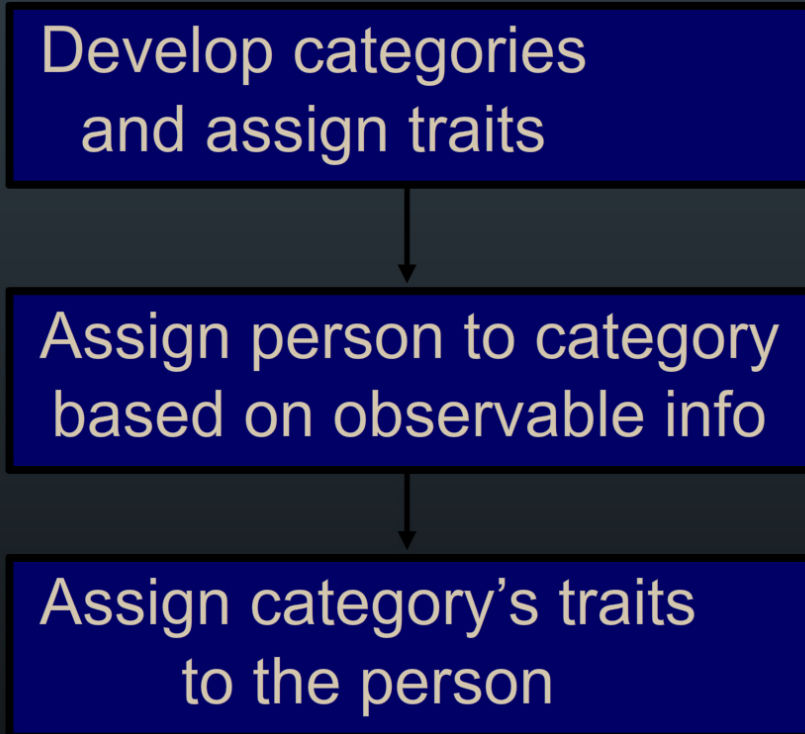
The less we have to think about the more quickly we can respond to danger. Thought slows down our reaction time.

PATTERNS -- ROUTINES -- HABITS -- ASSUMPTIONS -- STEREO TYPES -- GENERALIZATIONS -- THINGS -- SCAPEGOATS -- ABUSE

we make sense of the  
**WORLD**

# The Stereotyping Process

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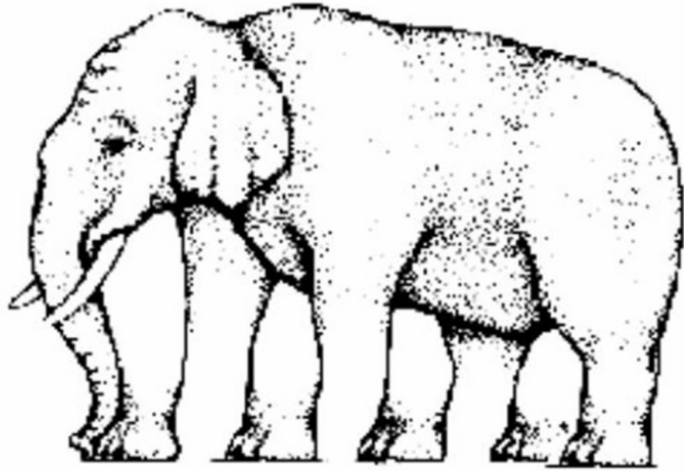
Professors are absent-minded

Our instructor is a professor

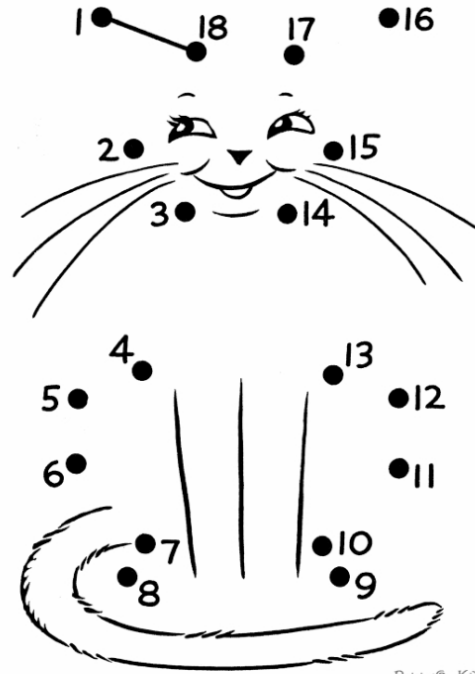
Our instructor is absent-minded

we make sense of the  
**WORLD**





How many legs does this elephant have?

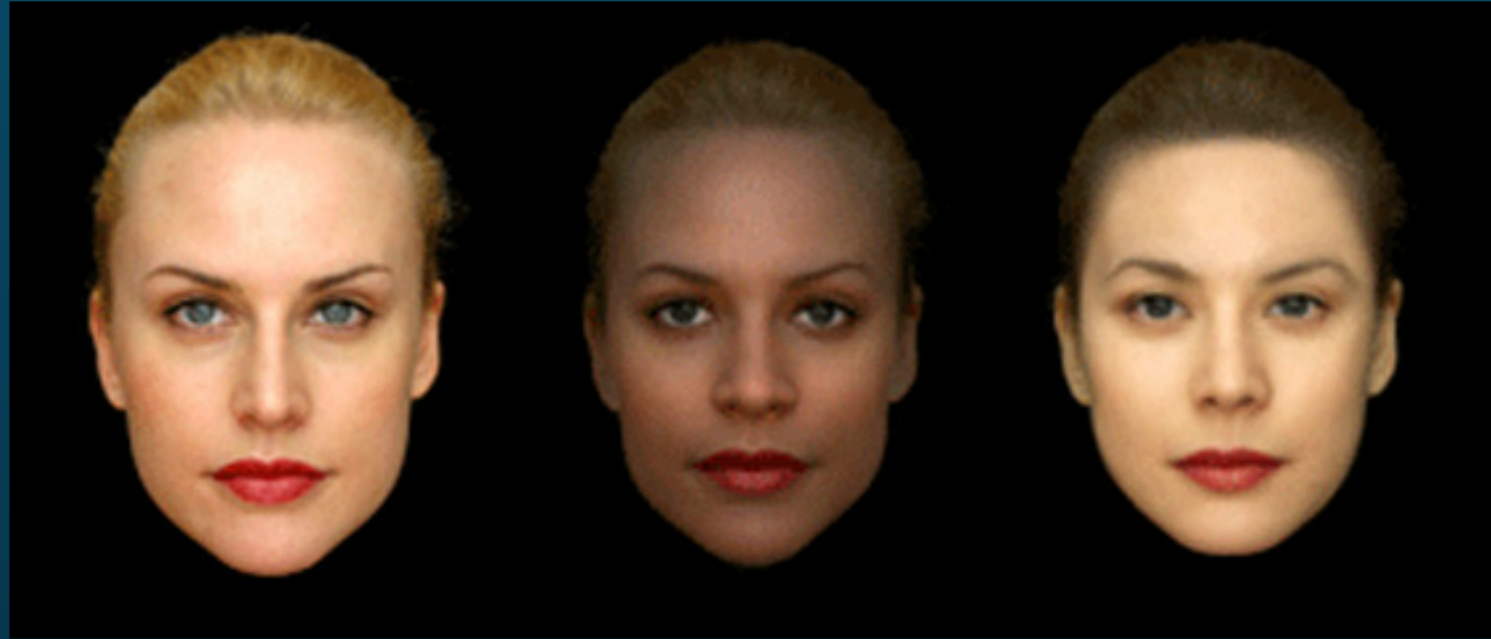


It does not matter what the order of the letters are as long as the first and last letters are in the correct place. It is amazing what our minds can recognize.

CONTEXT CULTURE PARADIGM THOUGHT BELIEF BEHAVIOR

we make sense of the  
**WORLD**

**Biological?  
Geo-Political?  
Econ-Political?**



**What is  
RACE?**

## **Biological:**

descriptors used to categorize human groups, behaviors and achievement linked to phenotype and genetic markers.

## **Geo-Political:**

National/ Local legal definitions designed to create categories of human beings in order monitor and manage human groups.

## **Econ-Political**

descriptors, designations and categories of people designed to explain inequity, rationing, limiting access to goods, jobs, services and money.

# What is RACE?

*Simple put, RACE places a dollar value on a human life.*

*Truth about RACE:*

- 1. Race is a modern idea.*
- 2. Race has no genetic basis.*
- 3. Human subspecies don't exist. t genetically similar of all species.*
- 4. Skin color really is only skin deep.*
- 5. Most variation is within, not between, "races."*
- 6. Slavery predates race.*
- 7. Race and freedom evolved together.*
- 8. Race justified social inequalities as natural.*
- 9. Race isn't biological, but racism is still real.*
- 10. Colorblindness will not end racism.*





# 10 things to know about RACE

1. Race is a modern idea. Ancient societies, like the Greeks, did not divide people according to physical distinctions, but according to religion, status, class, even language. The English language didn't even have the word 'race' until it turns up in a 1508 poem by William Dunbar referring to a line of kings.

2. Race has no genetic basis. Not one characteristic, trait or even gene distinguishes all the members of one so-called race from all the members of another so-called race.

3. Human subspecies don't exist. Unlike many animals, modern humans simply haven't been around long enough or isolated enough to evolve into separate subspecies or races. Despite surface appearances, we are one of the most genetically similar of all species.

4. Skin color really is only skin deep. Most traits are inherited independently from one another. The genes influencing skin color have nothing to do with the genes influencing hair form, eye shape, blood type, musical talent, athletic ability or forms of intelligence. Knowing someone's skin color doesn't necessarily tell you anything else about him or her.

5. Most variation is within, not between, "races." Of the small amount of total human variation, 85% exists within any local population, be they Italians, Kurds, Koreans or Cherokees. About 94% can be found within any continent. That means two random Koreans may be as genetically different as a Korean and an Italian.

6. Slavery predates race. Throughout much of human history, societies have enslaved others, often as a result of conquest or war, even debt, but not because of physical characteristics or a belief in natural inferiority. Due to a unique set of historical circumstances, ours was the first slave system where all the slaves shared similar physical characteristics.

7. Race and freedom evolved together. The U.S. was founded on the radical new principle that "All men are created equal." But our early economy was based largely on slavery. How could this anomaly be rationalized? The new idea of race helped explain why some people could be denied the rights and freedoms that others took for granted.

8. Race justified social inequalities as natural. As the race idea evolved, white superiority became "common sense" in America. It justified not only slavery but also the extermination of Indians, exclusion of Asian immigrants, and the taking of Mexican lands by a nation that professed a belief in democracy. Racial practices were institutionalized within American government, laws, and society.

9. Race isn't biological, but racism is still real. Race is a powerful social idea that gives people different access to opportunities and resources. Our government and social institutions have created advantages that disproportionately channel wealth, power, and resources to white people. This affects everyone, whether we are aware of it or not.

10. Colorblindness will not end racism. Pretending race doesn't exist is not the same as creating equality. Race is more than stereotypes and individual prejudice. To combat racism, we need to identify and remedy social policies and institutional practices that advantage some groups at the expense of others.

# Profile

Profile, Patterns, Symbols,  
Colors, Numbers, Shades,  
Danger, Fight, Flight

-Quick

pro·file/'prō ,fīl/

-Thoughtless

Noun: An outline of something, esp. a person's face, as seen from one side: "the man turned and she caught his profile".

-Reflex

Verb: Describe (a person or organization, esp. a public figure) in a short article.

Synonyms: outline - side view

Racial profiling disproportionately targets people of color for investigation and enforcement, alienating communities from law enforcement, hindering community policing efforts, and causing law enforcement to lose credibility and trust among the people they are sworn to protect and serve.

What Is Racial Profiling?

Racial Profiling is any police or private security practice in which a person is treated as a suspect because of his or her race, ethnicity, nationality or religion.

IF THE ONLY TOOL YOU HAVE IS A  
HAMMER  
EVERYTHING BECOMES A NAIL





**BIGOTRY**

**PREJUDICE**

**DISCRIMINATION**

Emotion

Thoughts

Action



Emotional state, not based on facts or information. Limited personal experiences or shared personal stories become the foundation of a belief system.

# BIGOTRY

Bigotry can only be combated with a contradicting emotional state; eg. compassion, love



Thoughts, opinions and justifications based on limited or bias information. Prejudice is typically based on facts and personal experiences that have been over simplified operating principles or taken out of context.

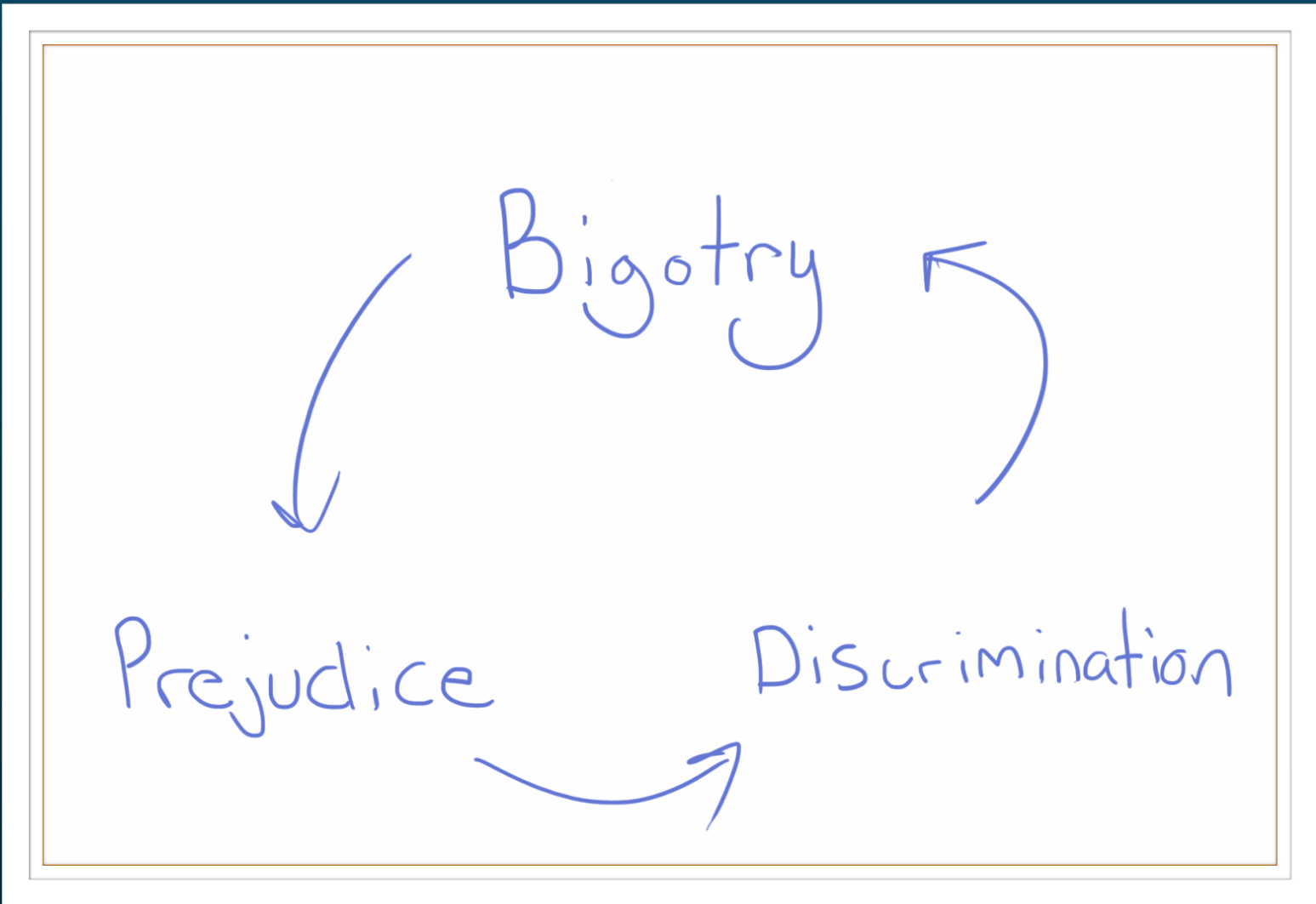
# PREJUDICE

Critical thinking, systemic analysis and cognitive dissonance creates space for new learning.



Actions, policies, practices and procedures both by individuals and organizations that limit access of protected classes to goods, jobs, service and money.

# DISCRIMINATION

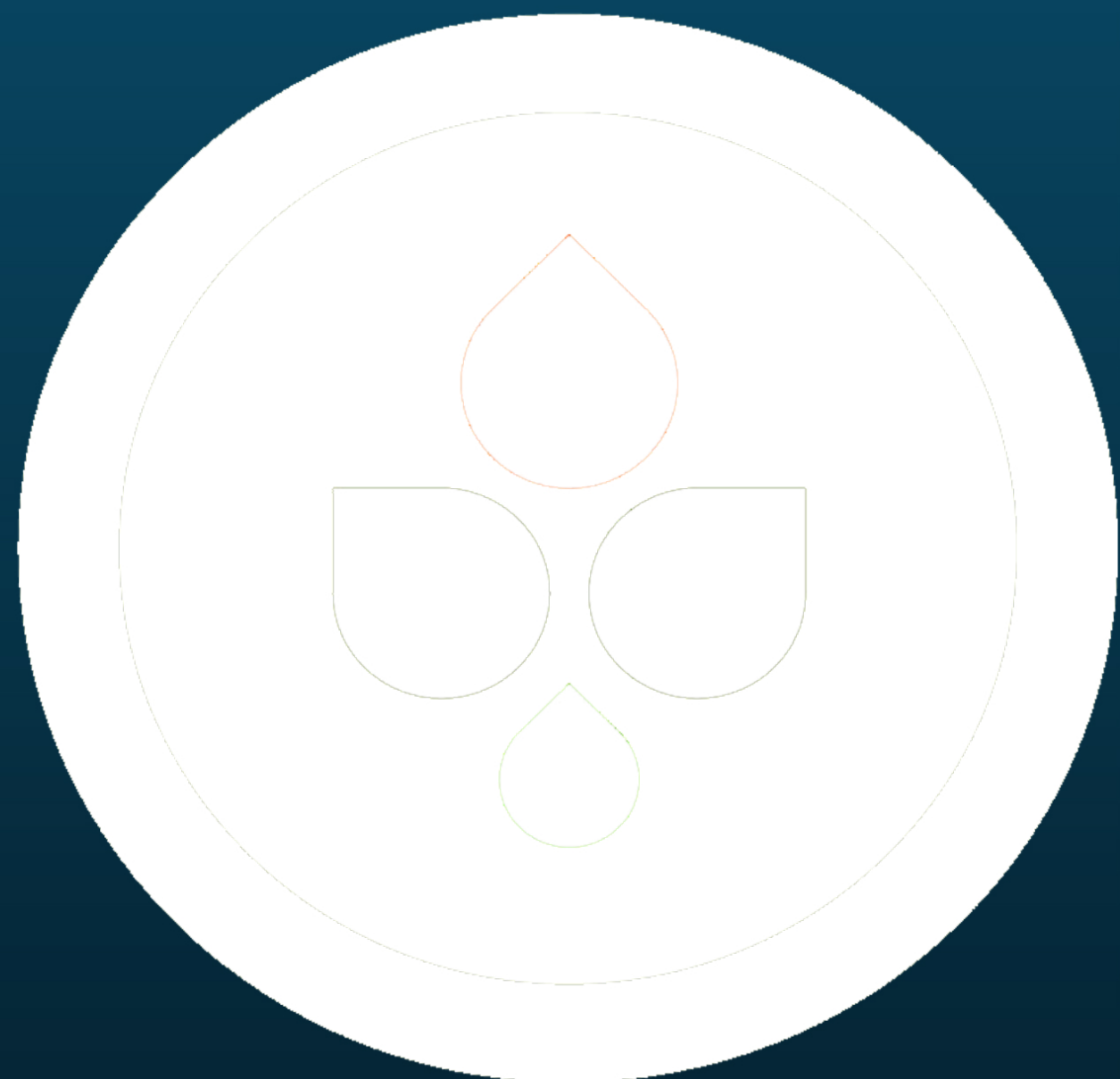


Emotion  
Thoughts  
Action

**LEARNING (ROI)=  
Change in BEHAVIOR**

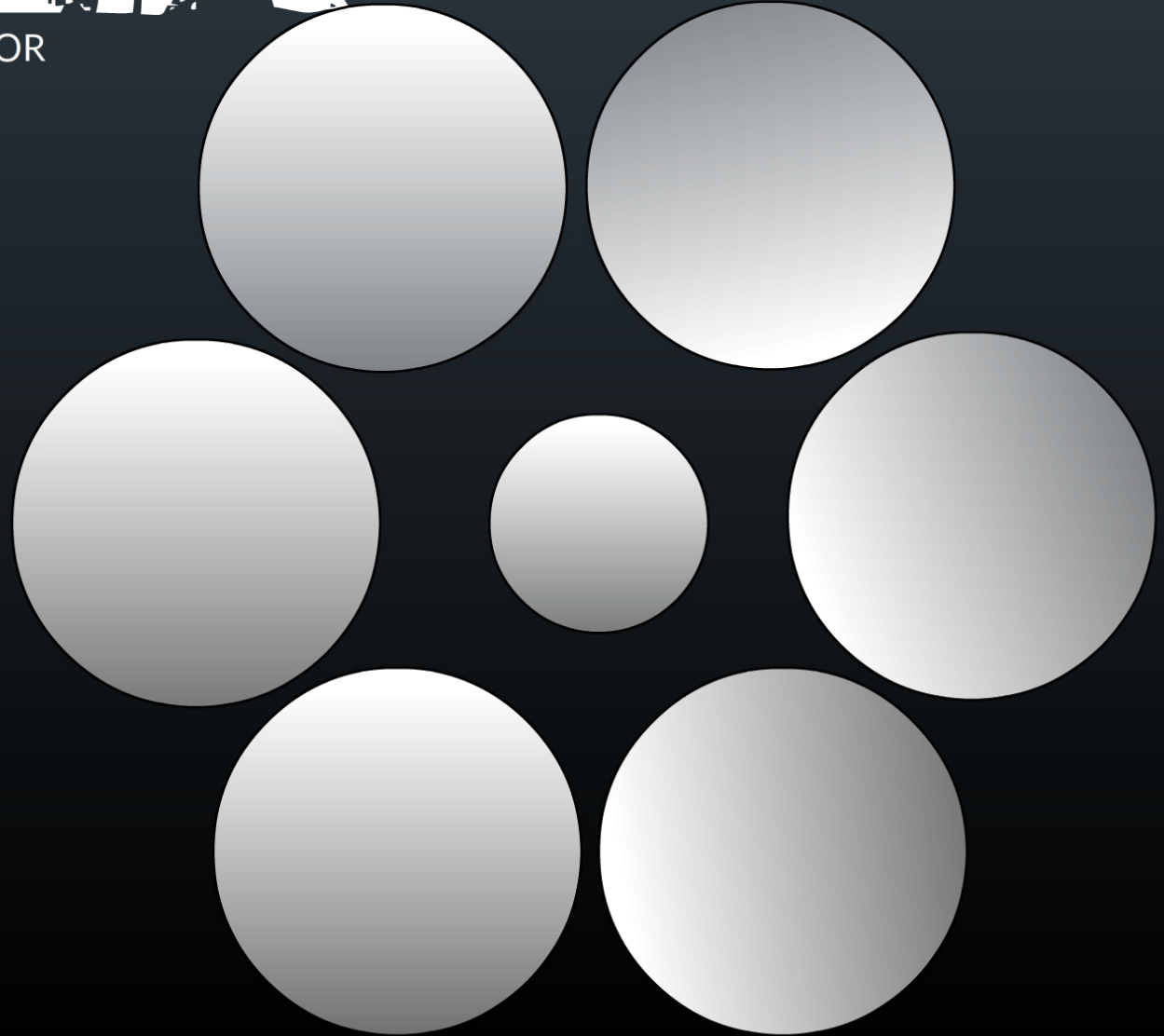
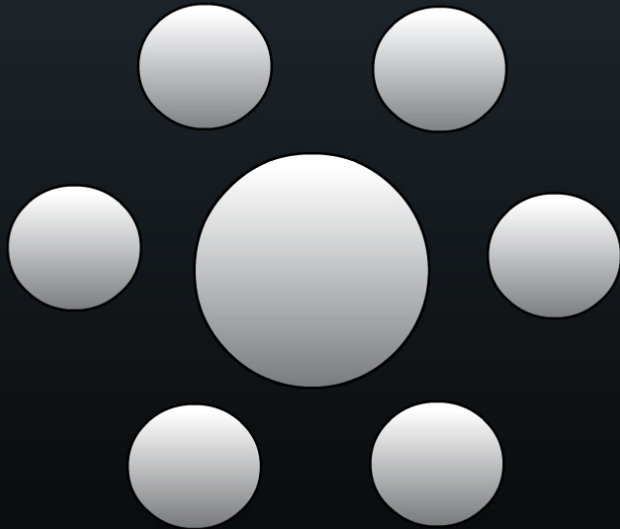






# IF I HAD A HAMMER THE POWER OF RACIAL PROFILING

CONTEXT CULTURE PARADIGM THOUGHT BELIEF BEHAVIOR

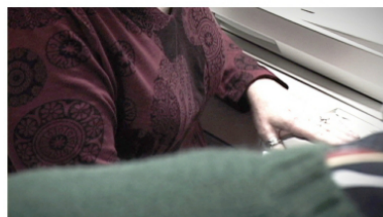






# DISCRETIONARY EFFORT MICROINEQUITY

*"...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..."

## 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.

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## 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.

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

## Macro-Boosters

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

Notes

## Micro-Boosters

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

What you expect the youth attitude to be after have this encounter?

How would you respond to people if this happened to you daily?

How did the Director create tension in the film?

What changed about your thinking as the film was brought to its conclusion?

# Silent Beats





**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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human needs/Self efficacy

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

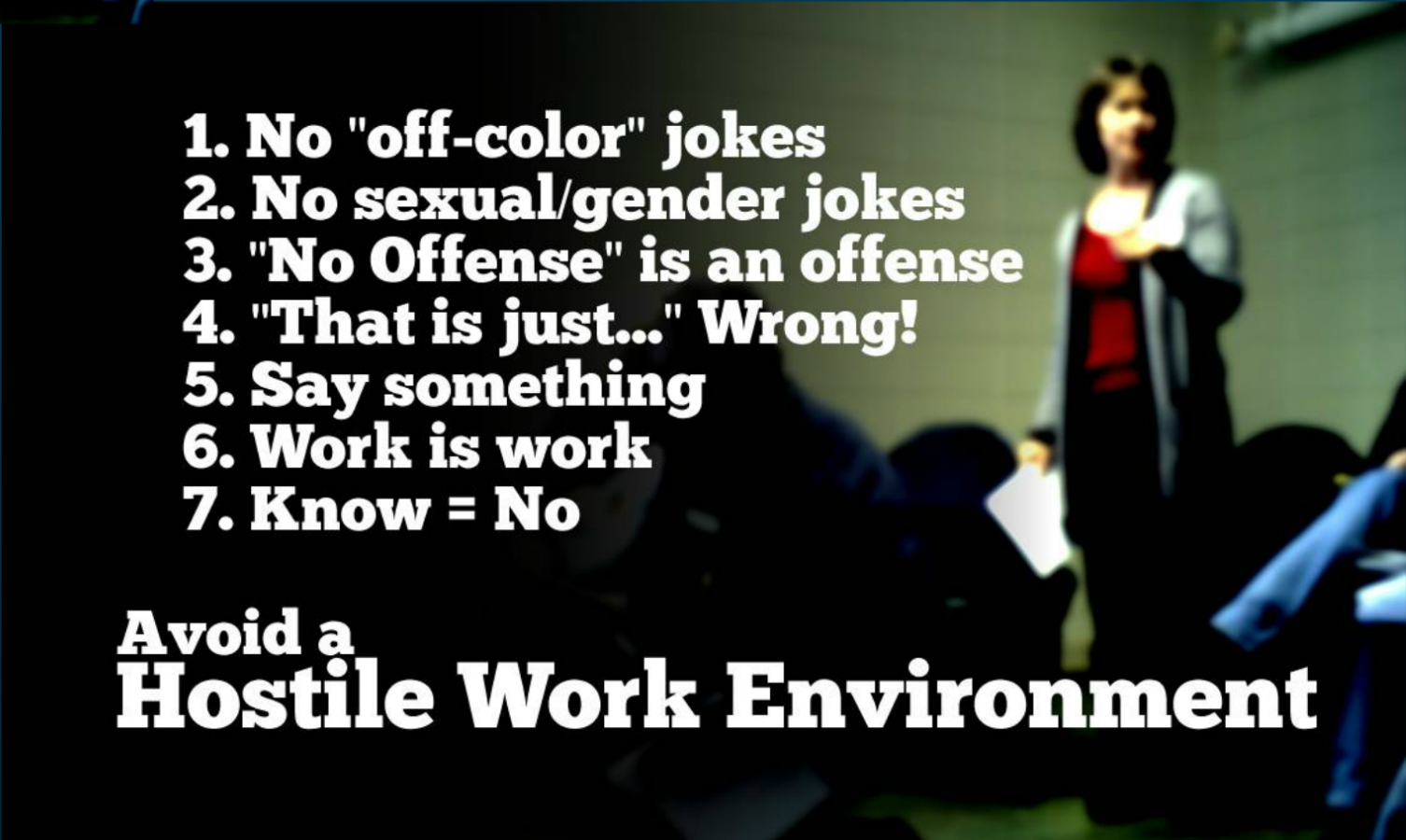


# Hostile Environment

Hostile work environment harassment occurs when unwelcome comments or conduct based on sex, race or other legally protected characteristics unreasonably interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

**Avoid a  
Hostile Work Environment**

Anyone in the workplace might commit this type of harassment – a management official, co-worker, or non-employee, such as a contractor, vendor or guest. The victim can be anyone affected by the conduct, not just the individual at whom the offensive conduct is directed.

- 
- 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**

<http://www.fcc.gov/encyclopedia/understanding-workplace-harassment-fcc-staff>



Why do deer get hit by cars?



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!!!

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.

**OUT OF  
CONTEXT  
PROBLEM.**



**OUT OF**

FEAR, SHOCKED, UNPREPARED,  
UNAWARE, REACTIVE,  
ACCIDENTAL

**CONTEXT**

**PUT IT IN CONTEXT**

COURAGE, THOUGHTFUL,  
PREPARED, AWARE, PROACTIVE,  
PURPOSEFUL



Why do people not do something?

**FEAR: COURAGE**

We can handle anything when we are prepared

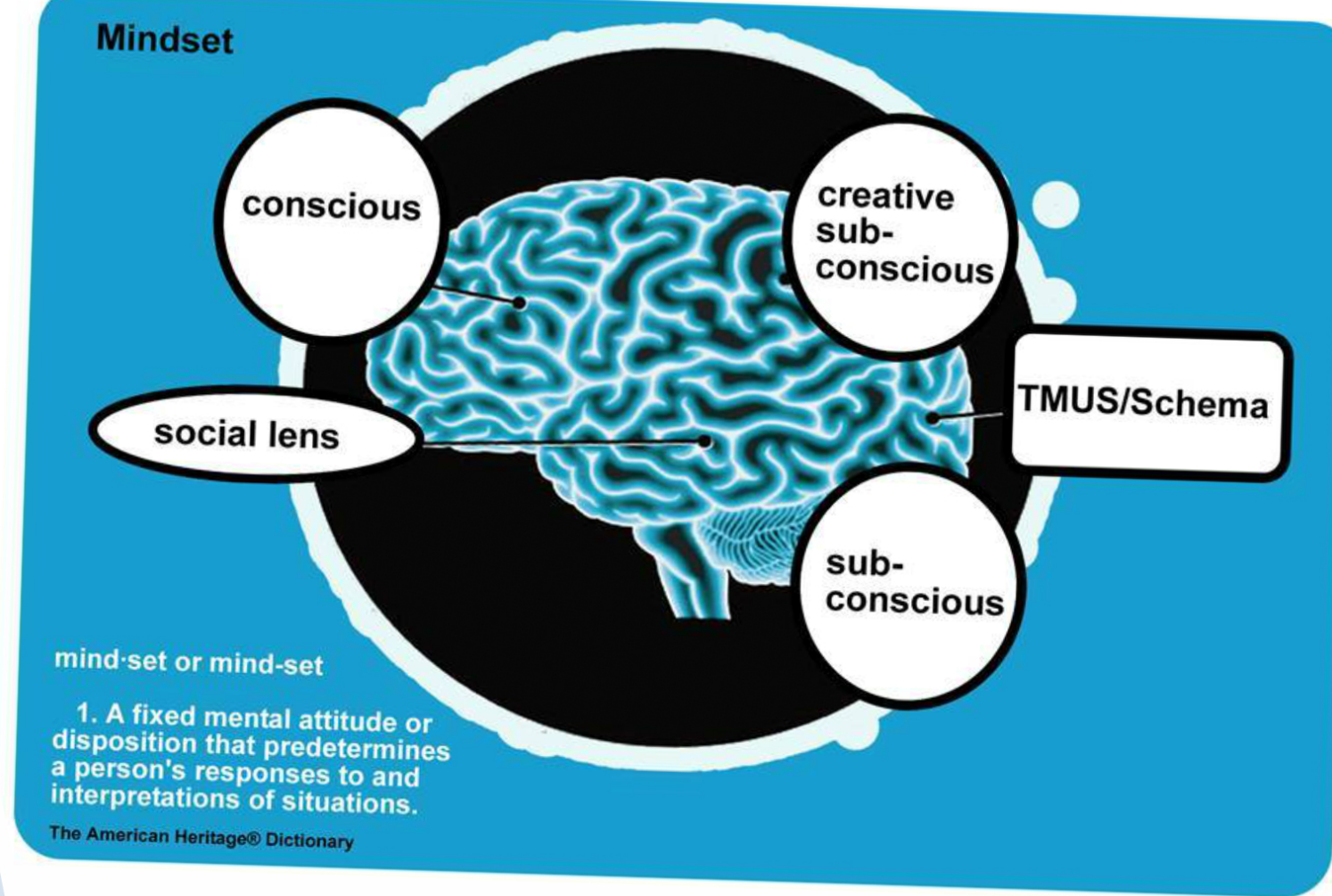
**PRACTICE**

There is no bad weather only inappropriate clothing.

**RESOURCES**



HABITS  
ATTITUDE  
BELIEFS  
EXPECTATIONS



Human needs/Self efficacy

**SIGNIFICANCE  
BELONGING  
SAFETY**

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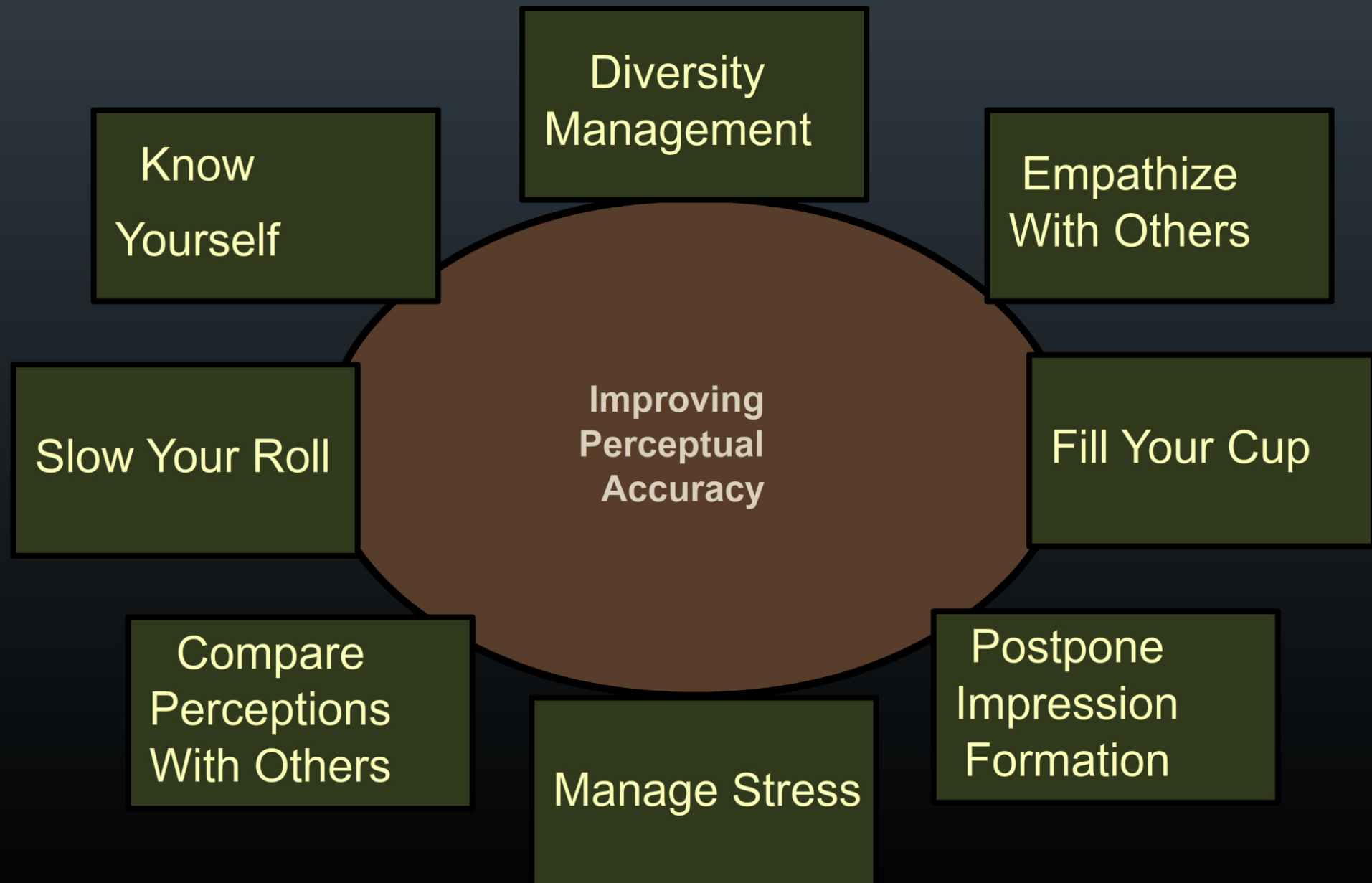




# What we strive to be.

## Cultural Competence Continuum: Agencies and Professionals

<b>Cultural Destructiveness</b> (is intentionally destructive)	<b>Cultural Incapacity</b> (is not intentionally destructive but lacks capacity to help people of color)	<b>Cultural Blindness</b> (expresses a philosophy of being unbiased)	<b>Cultural Pre-Competence</b>	<b>Basic Cultural Competence</b>	<b>Advanced Cultural Competence</b>
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# WISDOM OF GROUPS

The Wisdom of Crowds: Why the Many Are Smarter Than the Few and How Collective Wisdom Shapes Business, Economies, Societies and Nations, published in 2004, is a book written by James Surowiecki. Surowiecki breaks down the advantages he sees in disorganized decisions into three main types, which he classifies as

## Cognition

### Thinking and information Processing

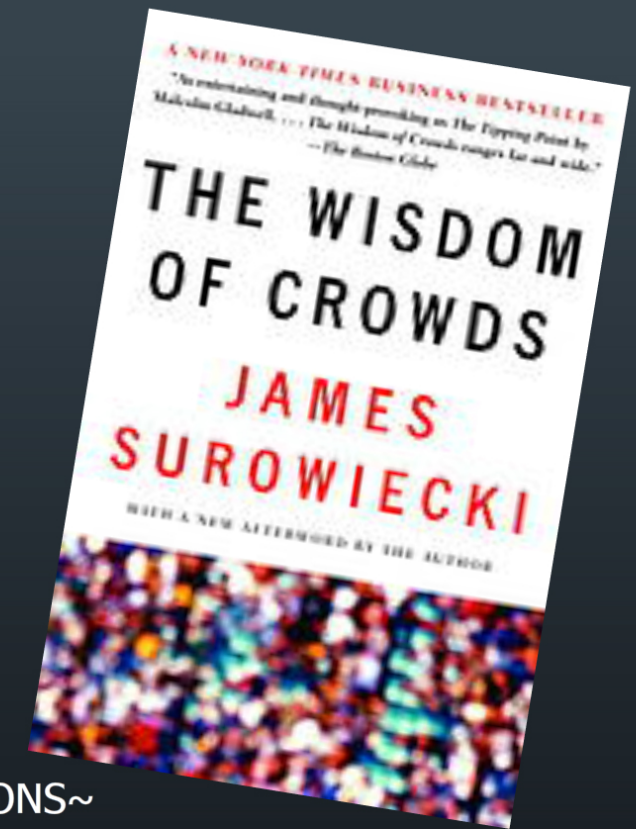
Market judgment, which he argues can be much faster, more reliable, and less subject to political forces than the deliberations of experts or expert committees.

## Coordination

Coordination of behavior includes optimizing the utilization of a popular bar and not colliding in moving traffic flows. He examines how common understanding within a culture allows remarkably accurate judgments about specific reactions of other members of the culture.

## Cooperation

How groups of people can form networks of trust without a central system controlling their behavior or directly enforcing their compliance. This section is especially pro free market.



## CONS~

In the online article Digital Maoism, Lanier argues that the collective is more likely to be smart only when 1. it isn't defining its own questions, 2. when the goodness of an answer can be evaluated by a simple result (such as a single numeric value,) and 3. when the information system which informs the collective is filtered by a quality control mechanism that relies on individuals to a high degree. Only under those circumstances can a collective be smarter than a person. If any of these conditions are broken, the collective becomes unreliable or worse.

[http://en.wikipedia.org/wiki/Wisdom\\_of\\_crowds](http://en.wikipedia.org/wiki/Wisdom_of_crowds)



# Choice Theory

Dr. William Glasser

## The Ten Axioms of Choice Theory

1. The only person whose behavior we can control is our own.
2. All we can give another person is information.
3. All long-lasting psychological problems are relationship problems.
4. The problem relationship is always part of our present life.
5. What happened in the past has everything to do with what we are today, but we can only satisfy our basic needs right now and plan to continue satisfying them in the future.
6. We can only satisfy our needs by satisfying the pictures in our **Quality World**.
7. All we do is behave.
8. All behavior is **Total Behavior** and is made up of four components: acting, thinking, feeling and physiology
9. All Total Behavior is chosen, but we only have direct control over the acting and thinking components. We can only control our feeling and physiology indirectly through how we choose to act and think.
10. All Total Behavior is designated by verbs and named by the part that is the most recognizable.

Quality World: The phrase "Quality World" represents a person's total outlook and understanding of the world around them as it relates to people, possessions, beliefs. EXPECTATIONS

Total Behavior: is made up of these four components: acting, thinking, feeling and physiology. Glasser suggests that we have considerable control or choice over the first two of these, and little ability to directly choose the latter two



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

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