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recycling minds andrekoen.com

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

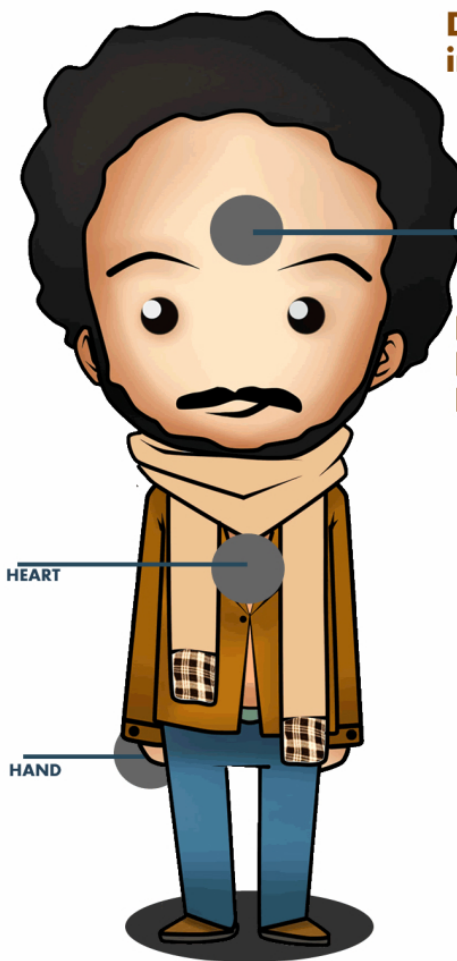


capital, fair interest rates, banks, net worth

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

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

CONCEPTS

- Culture
- Context
- Paradigm
- Power
- Goods
- Jobs
- Services
- Money
- Goal Setting
- Attitude
- Behavior
- Motivation
- Institutional
- Classism
- 1 Life, 1 Job

Wealth and Poverty

The "HOOD"

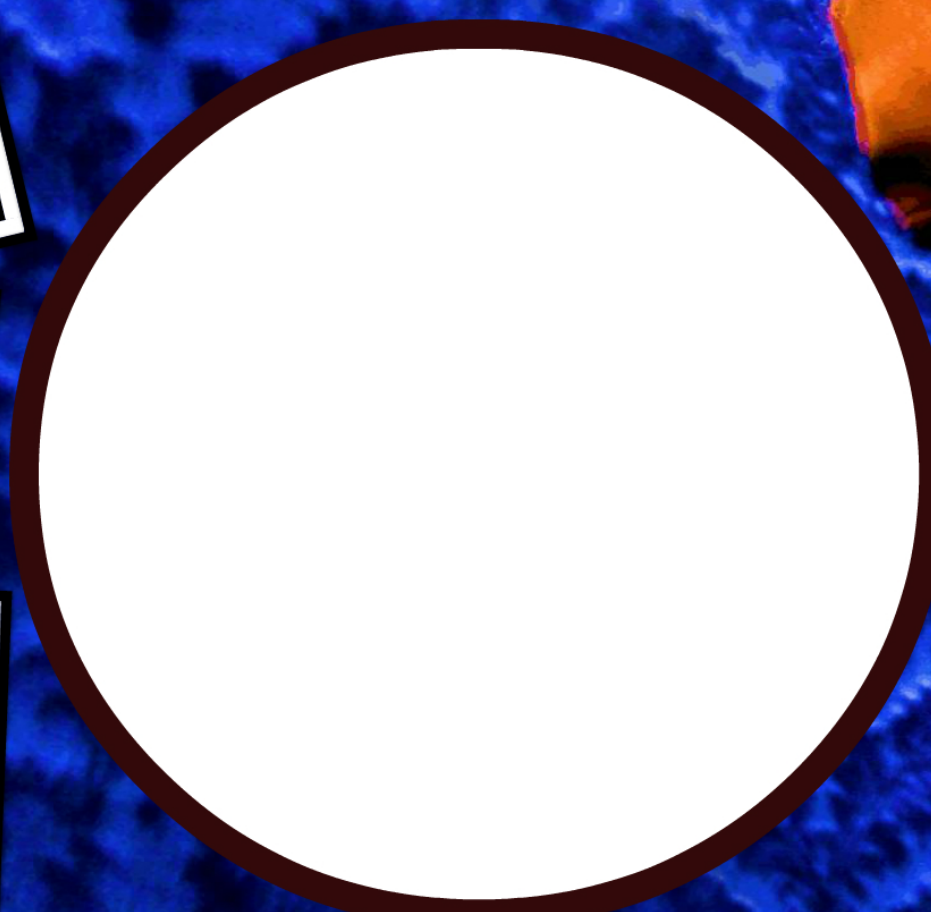
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Wealth and Poverty

	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 form the work of Dr. Ruby Paine

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What 3 things will you do as a result of this session?

1.

2.

3.

Notes

