



DIVERSITY:

A Tool for Leaders



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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<< Reactive



>>> Proactive

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Human needs/Self efficacy

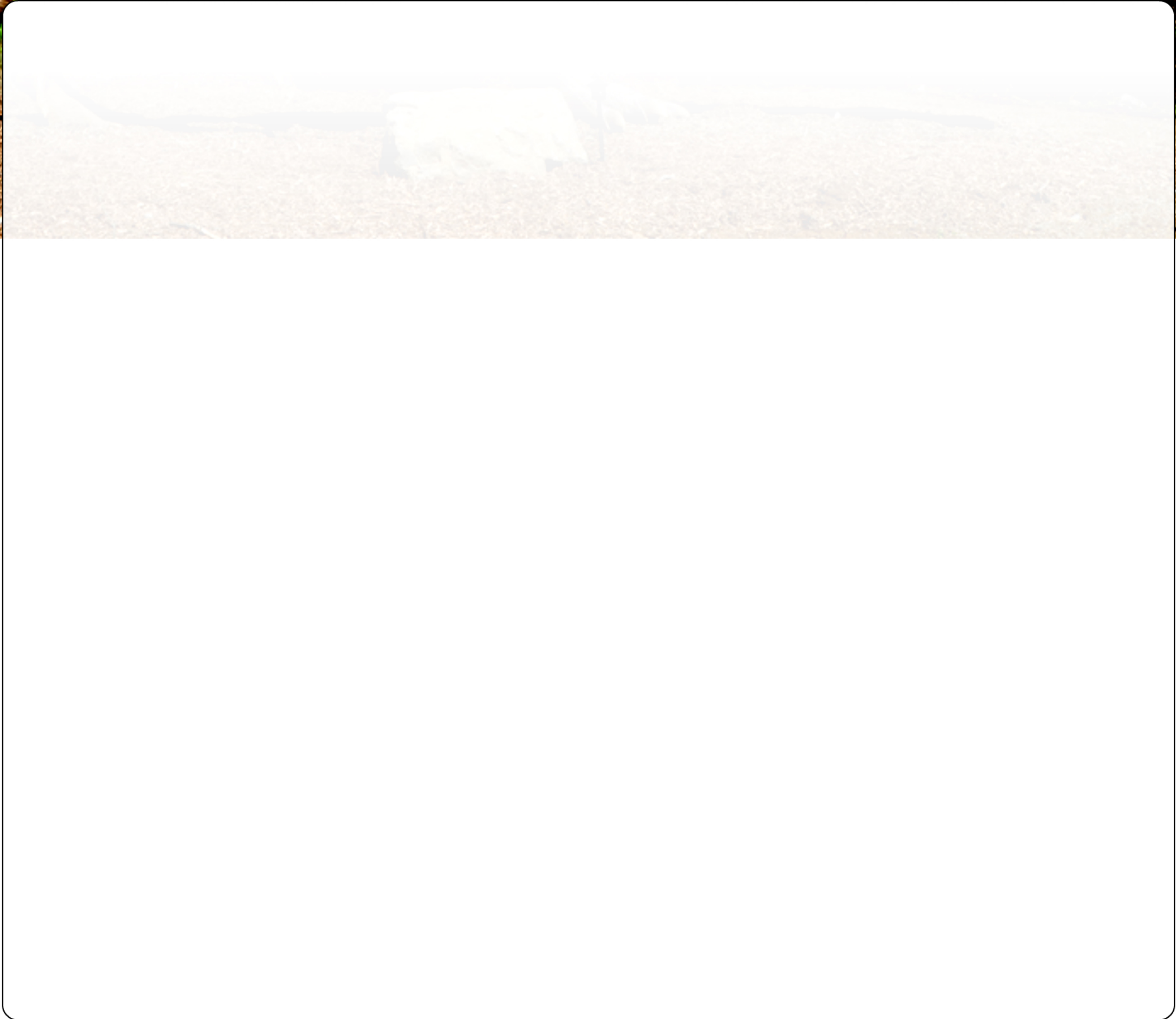
SIGNIFICANCE
BELONGING
SAFETY



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

"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

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.

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.

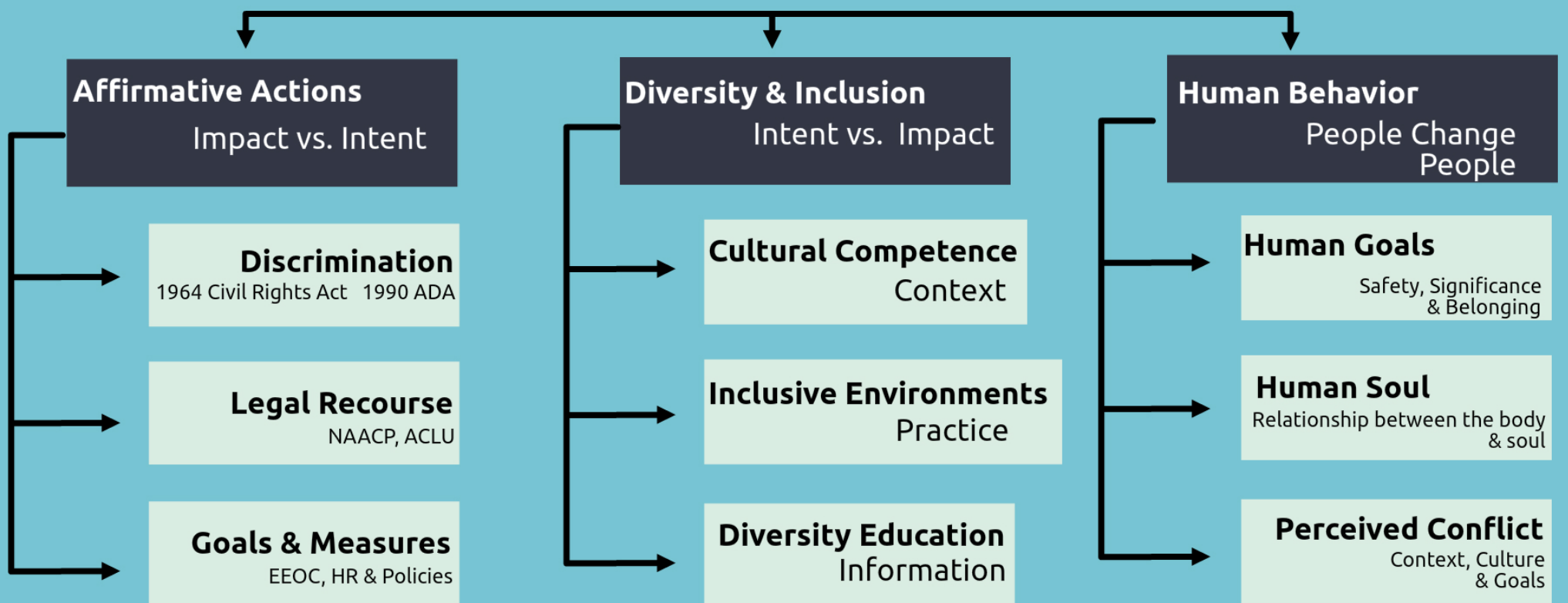


WE ARE IN A STRANGE RELATIONSHIP

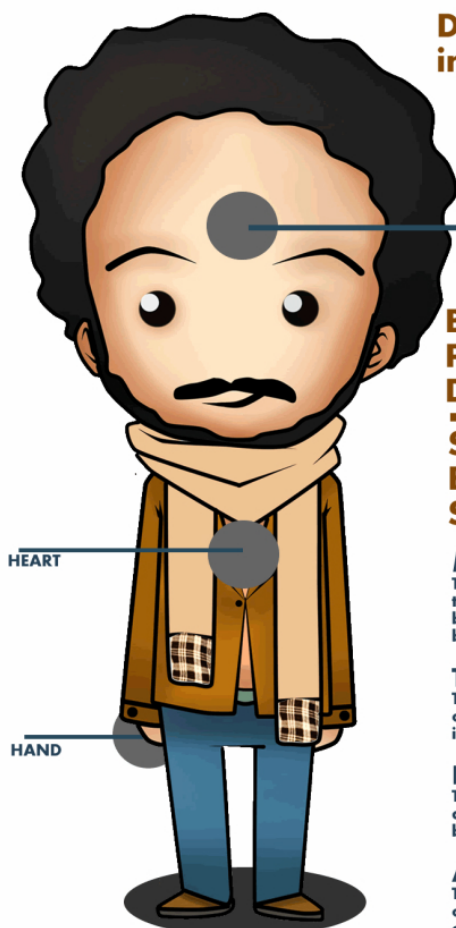
Social Justice is making sure everyone has access to and obtains all the promises of the United States Constitution and the United Nations Declaration of Human Rights.

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

Thought
Emotion
Action

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



This model is being used for illustrative purposes only.

	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						

Change the conversation.

BIGOTRY

emotion

thought

behavior

PREJUDICE

DISCRIMINATION

Why is there still discrimination?

Emotions + Thoughts = Behavior

B ___ + P ___ = D ___

NOTES

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.

Why do we still have discrimination?

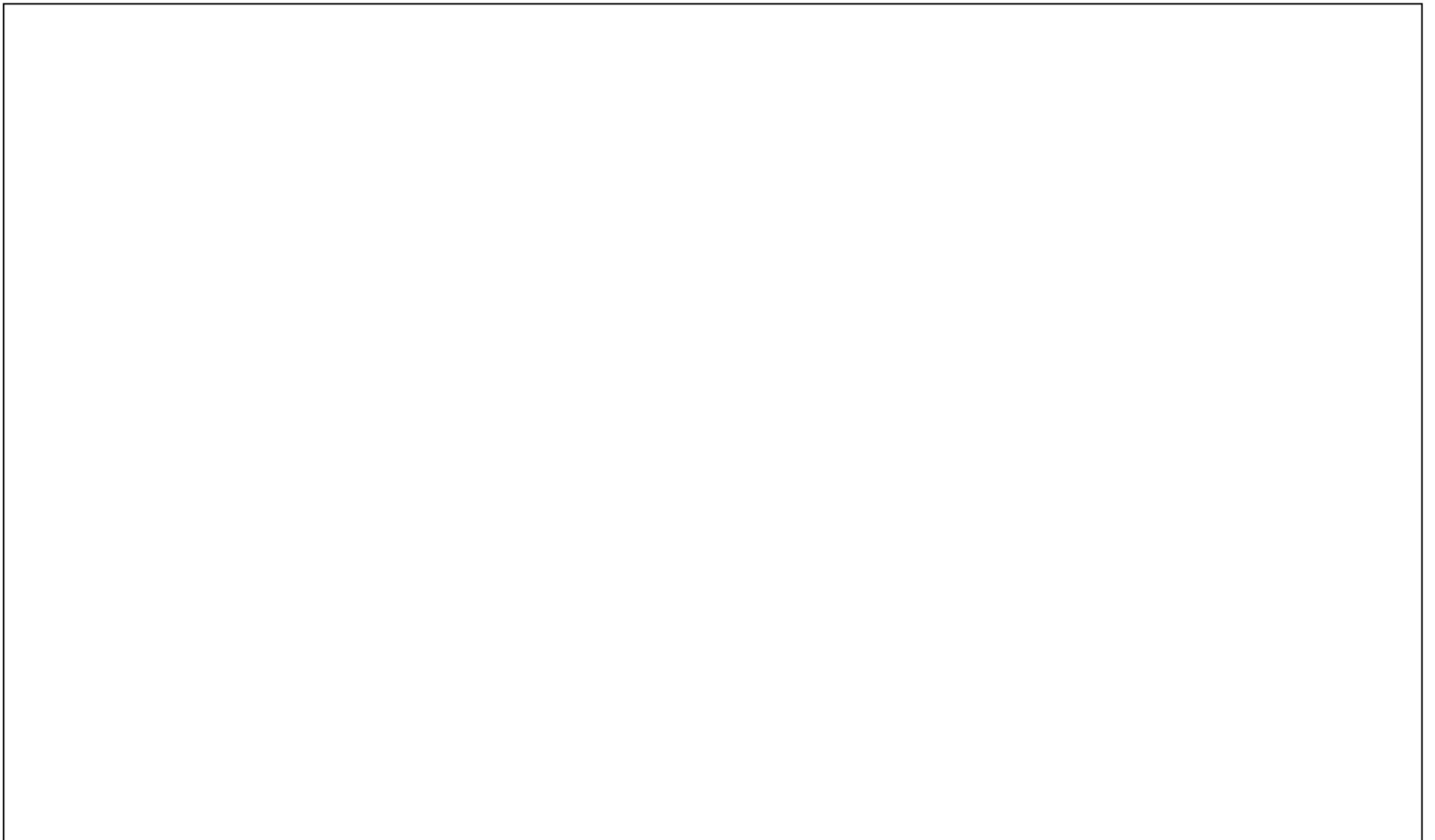
DISCRIMINATION

is a simple EQUATION.

DO THE MATH

it keeps adding up...

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



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THE SEASON OF INTENT

Sticks and Stones...

IMPACT vs INTENT

Human Resources, Internal Affairs & EEOC Compliance:

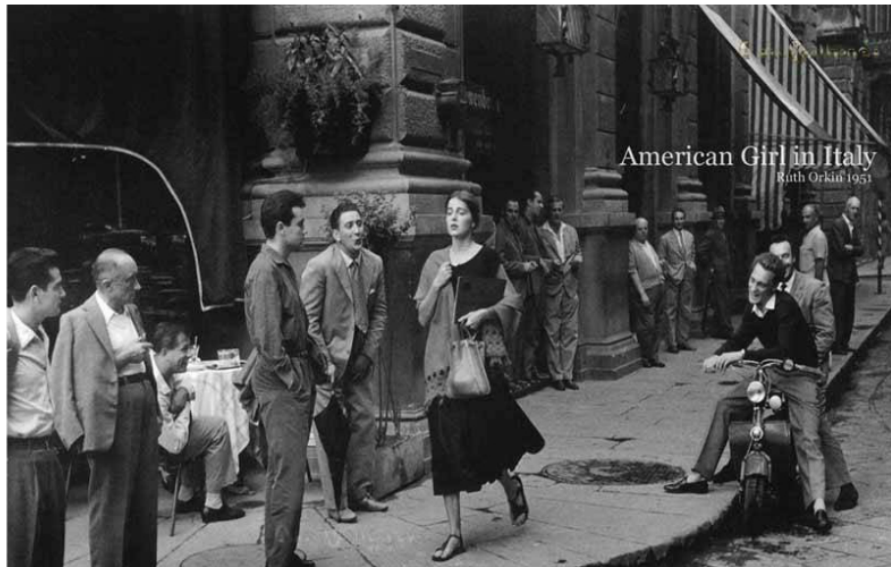
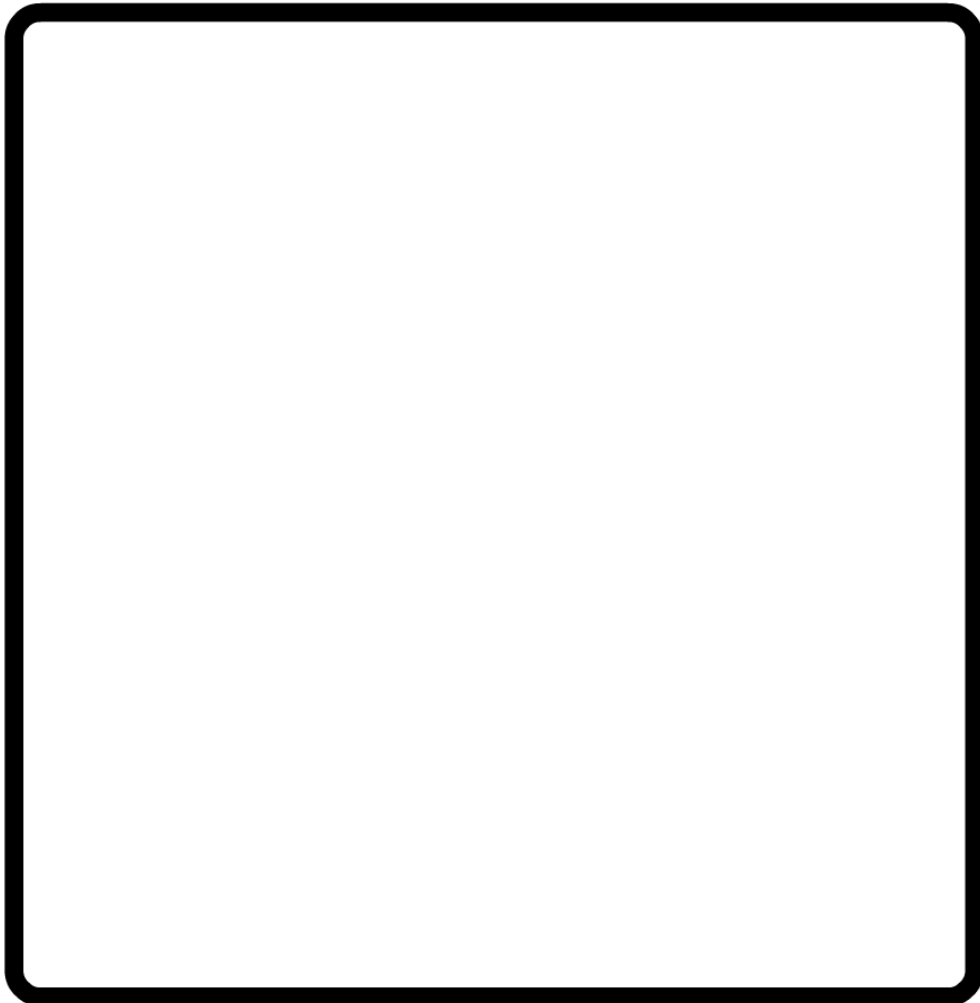
Laws are able to fix or offer remedies, consequences to these conflicts or misunderstandings

INTENT vs IMPACT

Personal Relationships, cultures, morale and workplace environments:

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

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

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

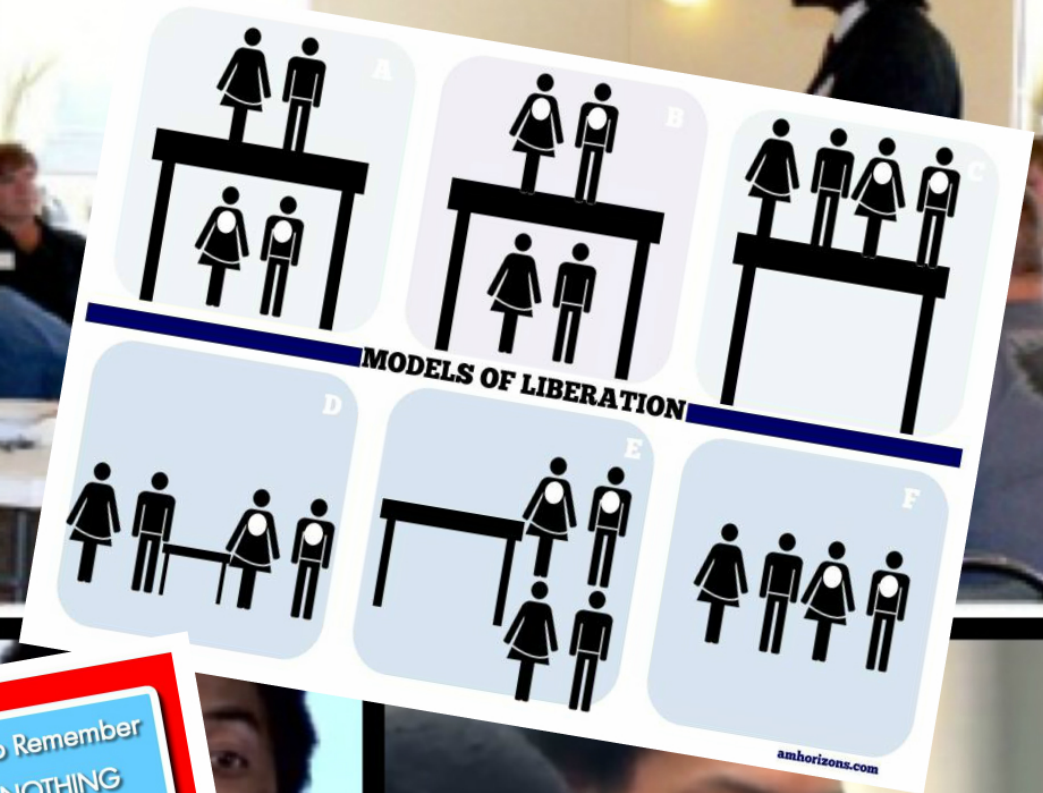
TOOLS OF LIBERATION

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
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)

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: