



Diversity:

a Tool of Leadership



Name: _____

Date: _____



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

GOAL

>>>Proactive

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Human needs/Self efficacy

**SIGNIFICANCE
BELONGING
SAFETY**





CONTEXT

PLACE>>TIME>>SPACE

- CONTEXT
- CULTURE
- BELIEFS
- THOUGHTS
- BEHAVIORS
- EMOTIONS

A large, empty white rectangular box with a thin black border, intended for notes or a presentation.

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

WE ARE IN A STRANGE RELATIONSHIP

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.

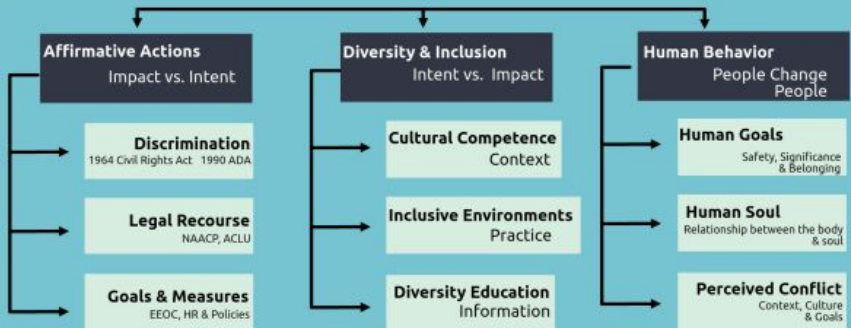
July 2, 1964. The act outlawed segregation in businesses such as theaters, restaurants, and hotels. It banned discriminatory practices in employment and ended segregation in public places such as swimming pools, libraries, and public schools.



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

HEAD

**Bigotry
Prejudice
Discrimination**

HEART

**Significance
Belonging
Safety**

MEME
The smallest form of thought the building block of culture, habit, belief and reality.

THOUGHTS
The concepts, images and connotations one has in one's mind.

HAND

Emotions
The attitude, disposition and mood that leads to behaviors.

Action Behavior
The external expression of thoughts and emotions directed towards a goal.

Thought
Emotion
Action

B P D

Historical Trauma Institutional Racism Poverty "Whiteness"



Mental Models

Implicit Bias: Systemic Oppression

Reverse Discrimination: Affirmative Actions

Black Lives Matter: All Lives Matter

Black: White

Diversity: Low Standards

Microinequity: Discretionary Effort

Racial Orthodoxy: Paradigm Shifts

Blind Spots

Dunning–Kruger effect

The **Dunning–Kruger effect** is a [cognitive bias](#) wherein relatively unskilled individuals suffer from [illusory superiority](#), mistakenly assessing their ability to be much higher than is accurate.

Scotoma

A **scotoma** is an area of partial alteration in the [field of vision](#) consisting of a partially diminished or entirely [degenerated visual acuity](#) that is surrounded by a field of normal – or relatively well-preserved – [vision](#).

Bystander apathy

The **bystander effect**, or **bystander apathy**, is a [social psychological](#) phenomenon that refers to cases in which individuals do not offer any means of help to a victim when other people are present.

Change the conversation.

BIGOTRY
PREJUDICE
DISCRIMINATION

emotion
thought
behavior

Why is there still discrimination?

Emotions + Thoughts = Behavior

B ___ + P ___ = D ___

NOTES

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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.

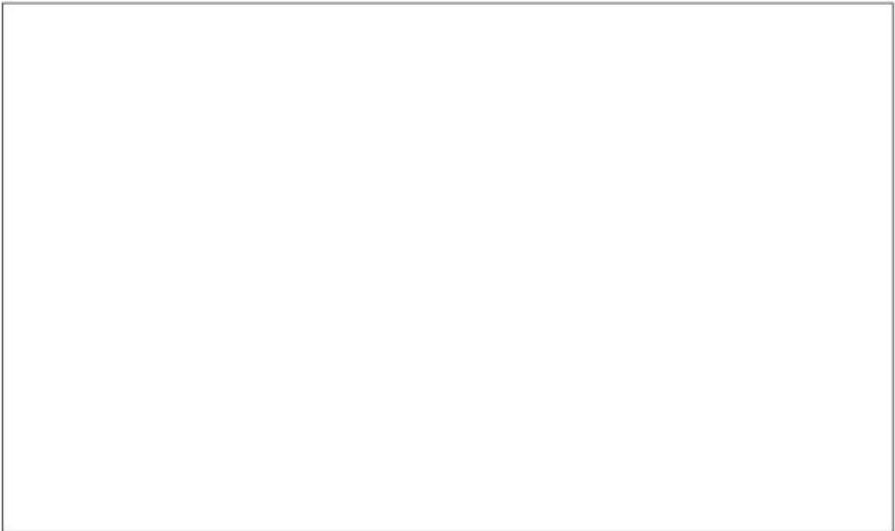
Intent vs. Impact.

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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Intent vs. Impact.

THE SEASON OF INTENT

Sticks and Stones...

IMPACT vs INTENT

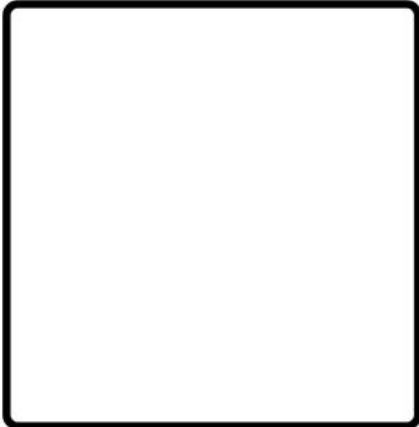
Human Resources, Internal Affairs & EEOC Compliance:
Laws are able to fix or offer remedies, consequences to these conflicts or misunderstandings

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

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

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.

andrekoena.com



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Family vs Team

Family_____

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Work Team_____

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