



ANDRE
KOEN

DIVERSITY & ACCESS

How do we build
equitable organizations

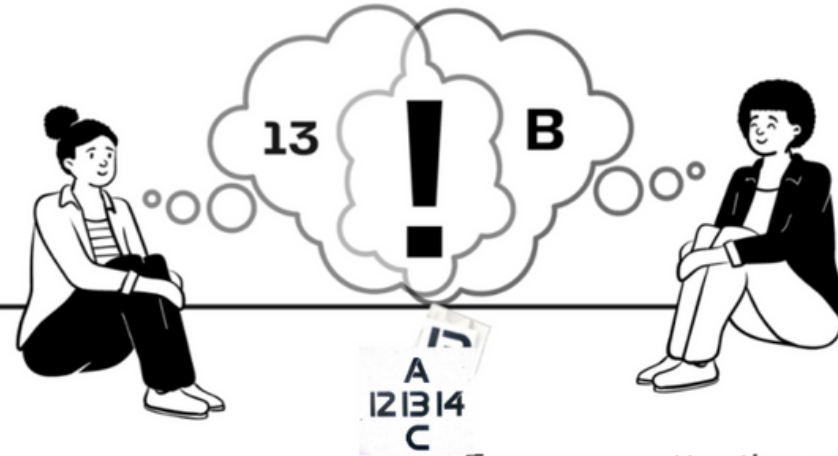




AM HORIZONS TRAINING GROUP

GROUND RULES & AGREEMENTS

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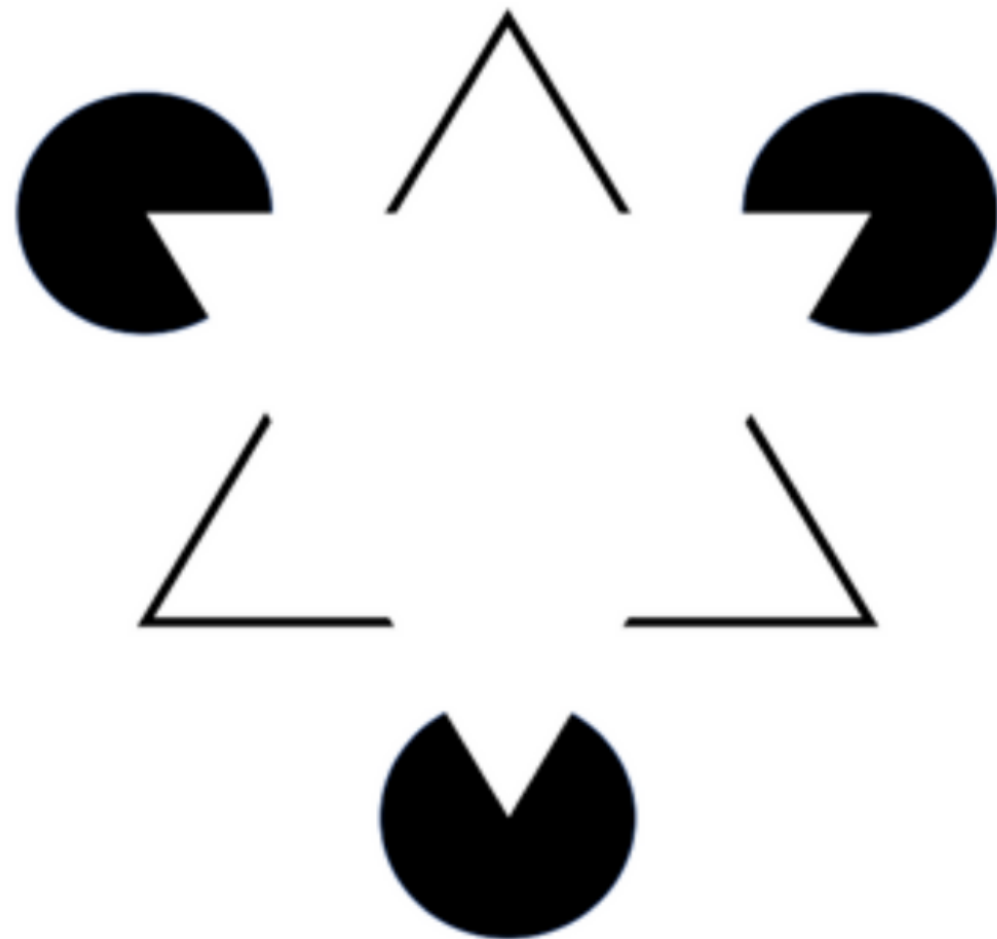
Focus your attention on the goals.
Align thoughts and behaviors to values.
Engage curiosity not judgment.
Offer others what you need.
Give grace.

Ground Rule: Treat others how they wish to be treated.



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**WE SEE THE
WORLD AS
WE ARE...**





**SIGNIFICANCE
BELONGING
SAFETY**



Diversity

Diversity: Diversity refers to the wide variety of characteristics, perspectives, backgrounds, and experiences that individuals bring to a group, organization, or community. It encompasses differences in race, ethnicity, gender, sexual orientation, age, physical abilities, socioeconomic status, and more. Embracing diversity means recognizing and valuing these differences, as they contribute to a richer and more vibrant environment where various viewpoints can be shared and appreciated.

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Inclusion

Inclusion involves actively valuing all individuals within a group or community, regardless of their differences. It goes beyond mere representation to create an environment where everyone feels respected, heard, and empowered to contribute their perspectives and talents.

Inclusion requires breaking down barriers, challenging biases, and fostering a culture that embraces diversity, ultimately leading to improved collaboration, innovation, and overall well-being.



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Belonging

Belonging refers to the sense of being accepted, valued, and an integral part of a group, organization, or community. It's about feeling like you fit in, that your contributions matter, and that your identity is acknowledged and respected.

Cultivating a sense of belonging is essential for individuals to thrive, as it fosters positive self-esteem, engagement, and a willingness to collaborate and contribute fully.



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Access

Access refers to the availability and opportunity to use resources, participate in activities, or benefit from services. It's about ensuring that everyone, regardless of their background or circumstances, can enjoy the same opportunities and advantages.

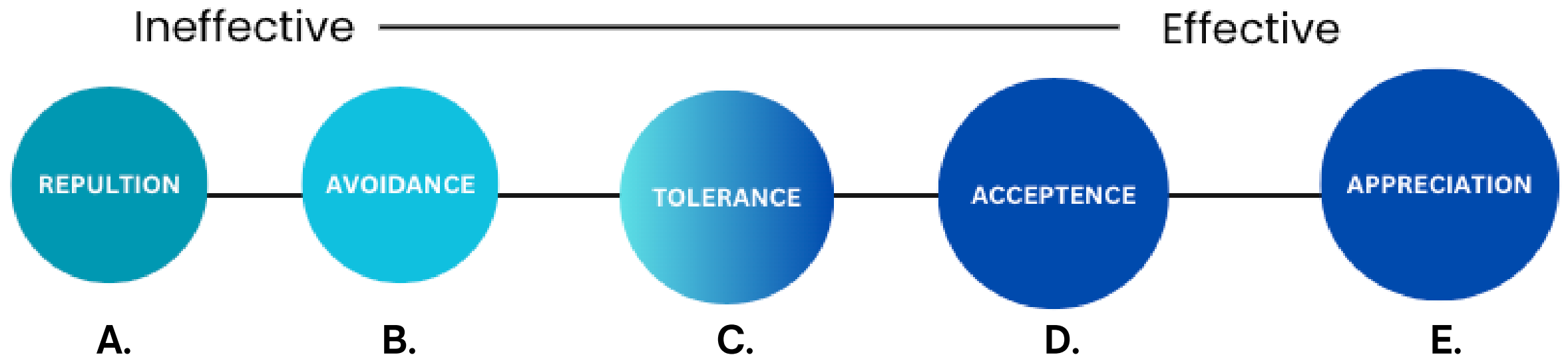
Achieving equal access often requires addressing systemic barriers that might prevent certain groups from fully participating in various aspects of life, such as education, healthcare, employment, and social activities.

What did I learn?

Plus + / Minus - / Zero 0

	African Americans	White Americans	Asian Americans	Native Americans	Disabled Americans	Latino/a Americans	LGBTQ Americans	Veteran Americans	Other Religionss	
Parents/Family										
Friends										
Workplace/ School										
TV/Movies & Media										
Personal Experience										
Unconscious Bias Microaggression										

SPECTRUM OF INCLUSION



Where are people will to give thier best?



Strategies to Combat Discrimination



- How do you feel when you encounter people who have mental and/or physical disabilities? What is your reaction?
- Have you ever thought about what it might be like if you had a disability?
- Do you react the same way toward people wearing eyeglasses as you do toward people with hearing aids or other physical aids?

Statistics:

- The total number of disabled people in the U.S. is estimated to be 54 million – almost one-fifth of the nation’s population. (Source: National Organization on Disability)
- The first comprehensive civil rights legislation ever passed for people with disabilities was in 1990, called The Americans with Disabilities Act.

Strategies to Combat Discrimination

Take Action: Proactively engage by educating yourself about unfamiliar or feared concepts. When facing prejudice, discrimination, or hatred, indifference can be misinterpreted as approval. Act by participating in activities such as volunteering, organizing meetings, signing petitions, supporting victims, or fostering cultural exchanges.

Express Your Voice: Leverage your First Amendment rights to expose and condemn prejudice and discrimination. Address offensive humor or slurs, emphasizing that biased language is never acceptable. Identify stereotypes in media and entertainment, and consider learning another language as a means to connect with diverse cultures.

Build Unity: Initiate a diversity club by rallying friends and collectively generating ideas. Encourage open discussions about race, homophobia, and other forms of prejudice among your peers. Creating such dialogues can foster a sense of purpose and a commitment to action.

Engage with Leaders: Advocate for change by influencing teachers, principals, politicians, and community figures. Urge them to take a stance against discriminatory practices in housing, education, and employment. Promote gender equality in sports and discourage divisive symbols. Encourage leaders to foster respect for diverse cultures.

Self-Reflection: Examine your own biases and stereotypes. Conduct a personal cultural assessment, evaluating the diversity of your social circle. Expand your understanding by reading about civil rights, immersing yourself in minority experiences through cultural events, and exploring divisive issues like economic disparity, immigration, and LGBTQ+ rights.



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