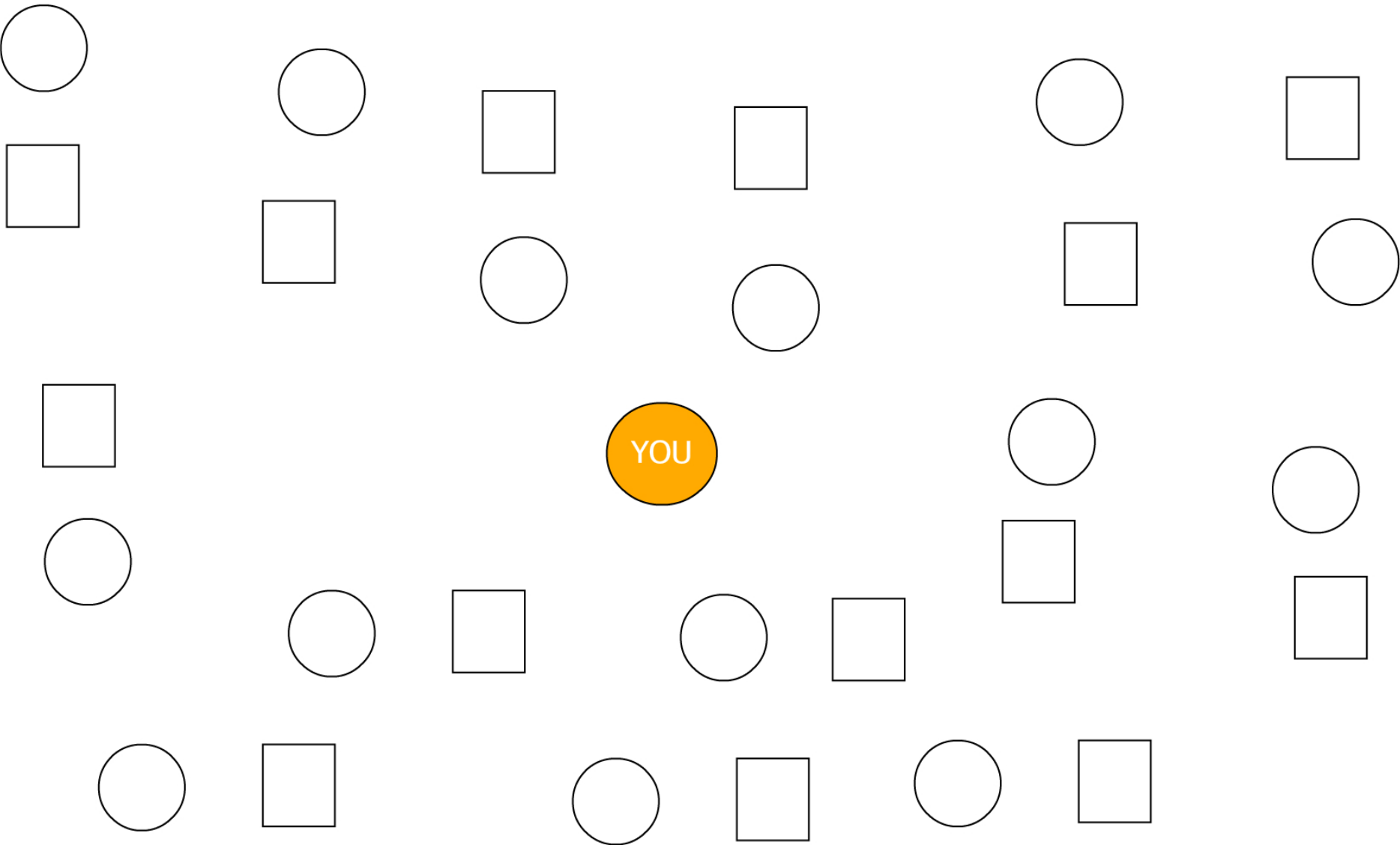




Context Is Everything...

Andre Koen, Facilitator
amhorizons.com



Genogram use this chart to diagram your family as best you can with your parents at the center. Add Siblings, Births, Deaths or any life changing events for 3 generations. You may chose maternal or paternal relationships. Circles & Squares represent people, and straight lines marriage, dotted lines divorce or loss of connection. You are free to add symbols, dates and people to this diagram.

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

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.

Declaration of Independence

Paragraph II

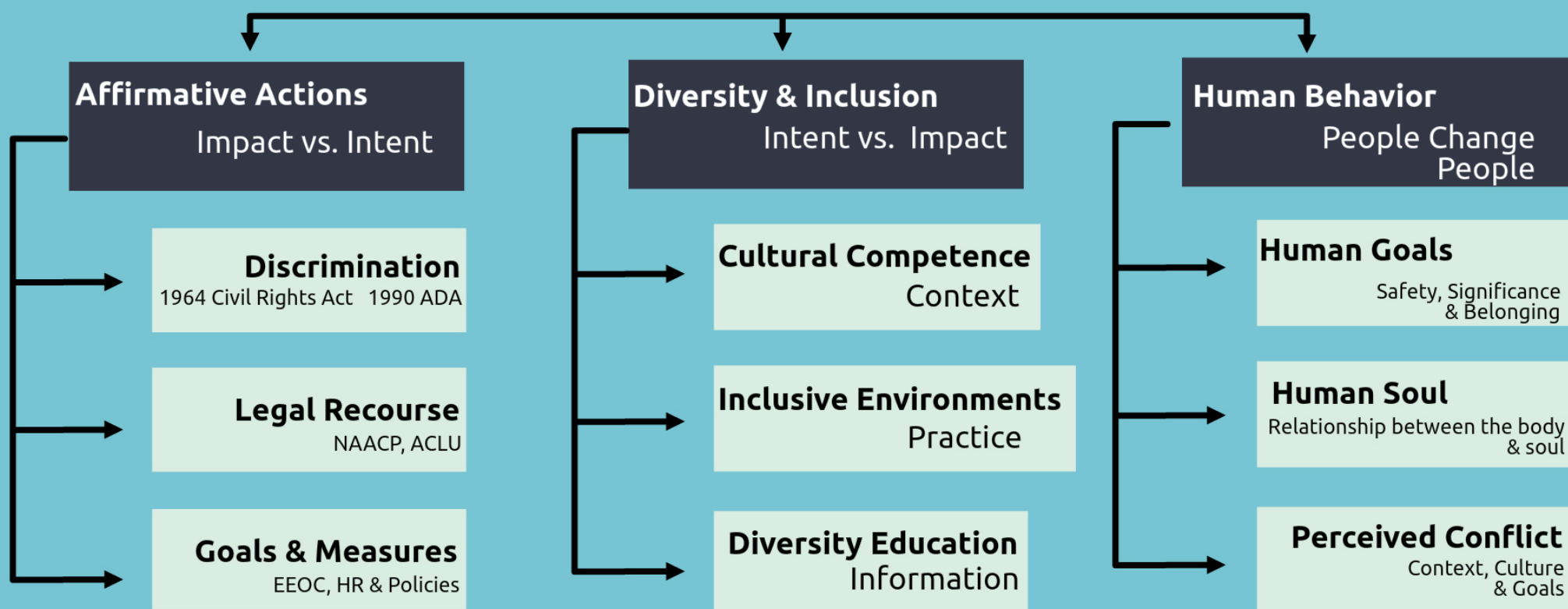
We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.



"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

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

**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

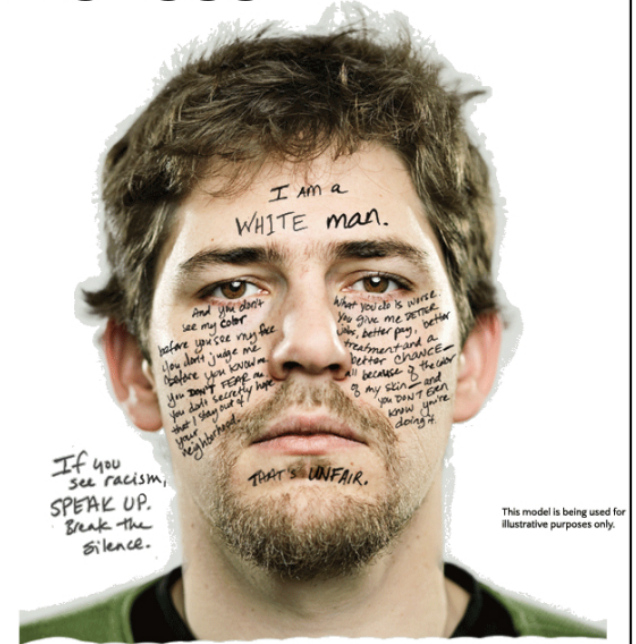
Thought____
Emotion____
Action____

Historical Trauma

Institutional Racism

Poverty

"Whiteness"



This model is being used for illustrative purposes only.

THE SEASON OF INTENT

Sticks and Stones...

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.

IMPACT vs INTENT

Human Resources, Internal Affairs & EEOC Compliance:

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



Notes

INTENT vs IMPACT

Personal Relationships, cultures, morale and workplace environments:

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

Change the conversation.

DO THE MATH

it keeps adding up...

*Why do we still have
discrimination?*

**DISCRIMINATION
is a simple EQUATION.**

We know that learning has been successful when we see a change in behavior. Behavior only changes when an individual realizes that their current behavior is not leading them to their goal. My values are not negotiable, however my methods may be a point where negotiations can occur.

**BIGOTRY
PREJUDICE**

MICRO AGGRESSIONS *Diminish:*

Discretionary Effort
Inclusive Environments
Cultural Continuity
Personal Best
Empowered Self

DISCRIMINATION

Emotions + Thoughts=Behavior

B_____+P_____ = D_____

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

