

LEFT HEMISPHERE
RIGHT HAND
LOGIC
FACTS
NUMBERS
LANGUAGE

RIGHT HEMISPHERE
LEFT HAND
ART
IMAGINATION
3D
MUSIC

DIGNITY
HONR
BEING
HUMAN

HUMAN MOTIVATION

SIGNIFICANCE
BELONGING
SAFETY

TELEOLOGY
INFERIORITY
SUPERIORITY

DISCRETIONARY EFFORT

TRUTHS

HUMANS CAN LEARN, CHANGE, GROW
PEOPLE WHAT THEY THINK WORKS
ALL BEHAVIOR IS GOAL DIRECTED
ATTITUDE IS A REACTION TO GOALS

TIPS

1. DEFINE/FIND THE GOAL
2. CO-OPERATIVE PLAN
3. LISTEN TO MOVEMENT
4. GIVE RESPECT/NOT EARNED
5. TRUST/VARIFY
6. RE-VISION/REFLECT



amhorizons.com

-6

Bigots/Racist
Disconnected
Learned Behavior

+13-6
22
EVERY DAY THIRTEENS
amhorizons.com

+13

Courageous
Connected
Find Allies

+13-6
22
EVERY DAY THIRTEENS
amhorizons.com

22

Fearful
Silent Majority
Minnesota Nice

+13-6
22
EVERY DAY THIRTEENS
amhorizons.com

What will you do?

What is Competence?

TRUTH vs. FACTS

Mindset Matters

Facts get mistaken as TRUTH

Paradigm

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

amhorizons.com

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

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

sPEAKing Up: walking it out

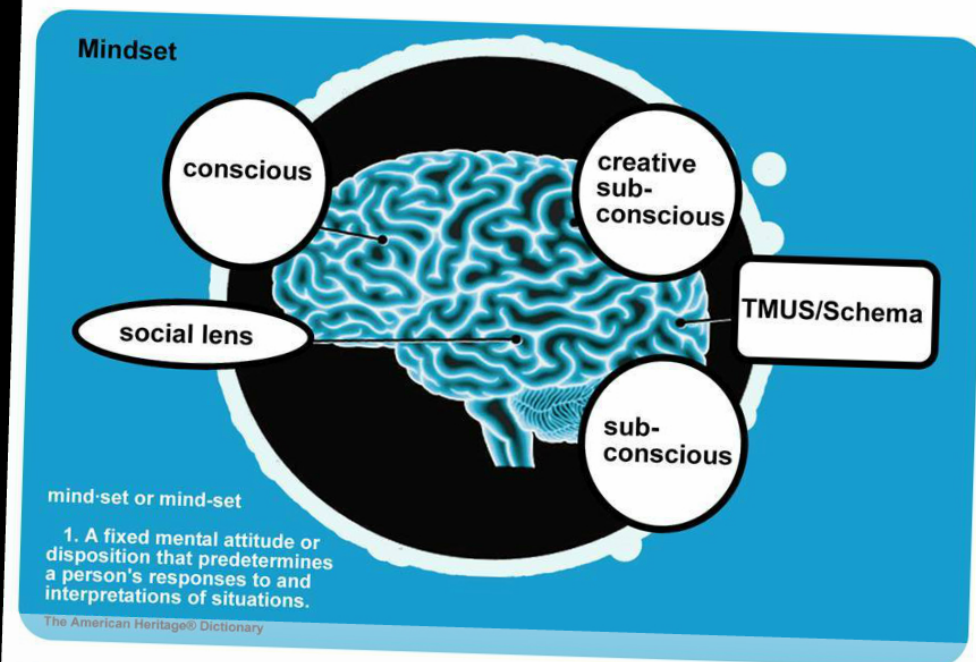
6-13-22

Be Ready
Identify Behavior
Appeal to Principles
Set Goals/Limits
Find an Ally/Be an Ally
Be Vigilant and Persistent
(based on telework.org)

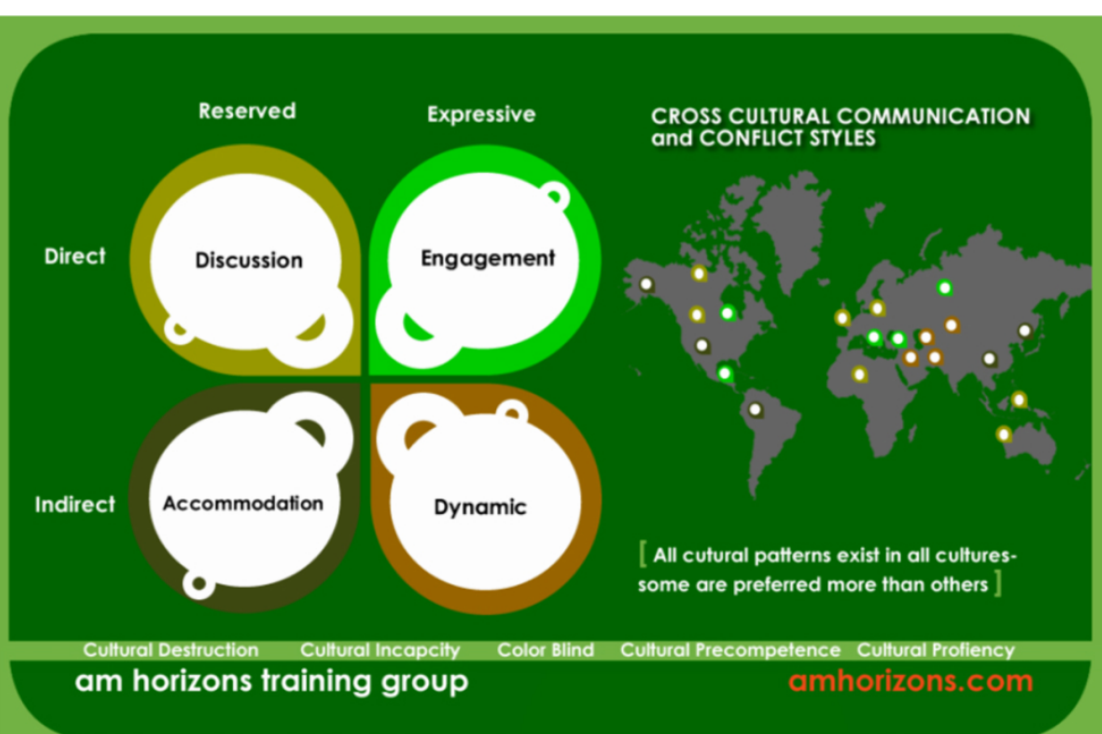
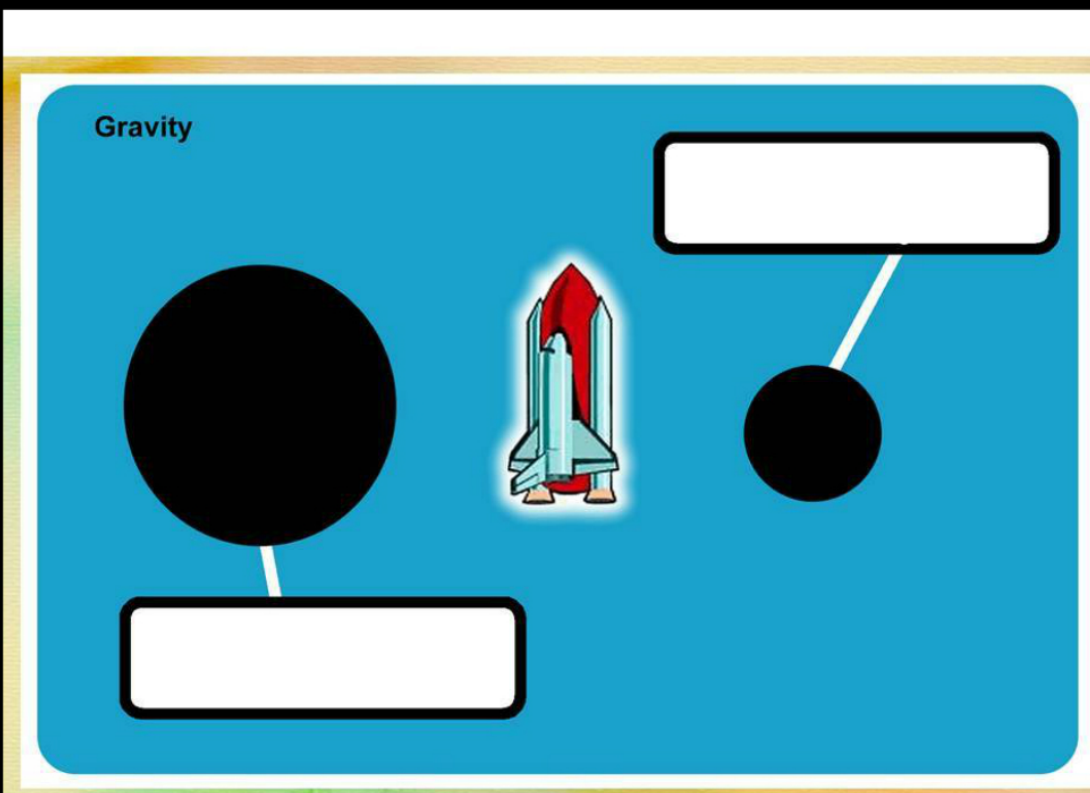
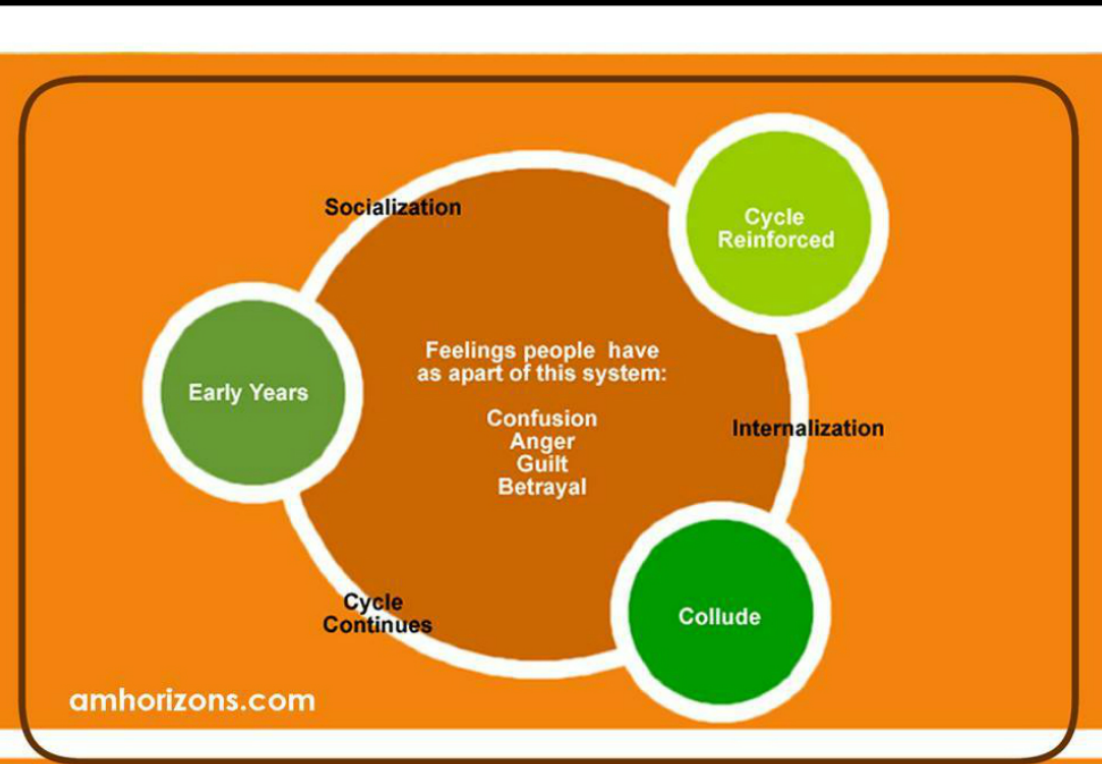


Change your mind.

HABITS
ATTITUDE
BELIEFS
EXPECTATIONS



What will you do?



YELLOW BLUE ORANGE
BLACK RED GREEN
PURPLE YELLOW RED
ORANGE GREEN BLACK
BLUE RED PURPLE
GREEN BLUE ORANGE

am HORIZONS

AMHORIZONS.COM

1. No "off-color" jokes
2. No sexual/gender jokes
3. "No Offense" is an offense
4. "That is just..." Wrong!
5. Say something
6. Work is work
7. Know = No

Avoid a Hostile Work Environment

