



andre koen

recycling minds andrekoen.com

Copyright am horizons training group 2012

CHALLENGES

A LOOK AT DISCRIMINATION

Personal Challenges to Diversity & Inclusion

Diversity is difficult

Bigotry

Bigotry is an emotional state that is held by an individual or group.

Prejudice

Prejudice is the natural process of resuming a result based on previous experience.

Discrimination

Discrimination is the denial of access to goods, jobs, services and money based on emotions, prejudice and limited experiences.

3 types of

Discrimination

Personal

small simple acts or inaction that limit individuals access to power.

Cultural

limits and allowances assigned to groups based on stereotypes and bias information.

Institutional

procedures, policies and practices designed to facilitate bureaucratic limits to power.

What is POWER?

POWER = Access to...



safe housing, transportation, clothing, food and basic needs

GOODS



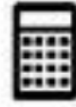
equal opportunity employment, livable wages, ada, equal worth

JOB



education, health care, insurance, bank accounts

SERVICES

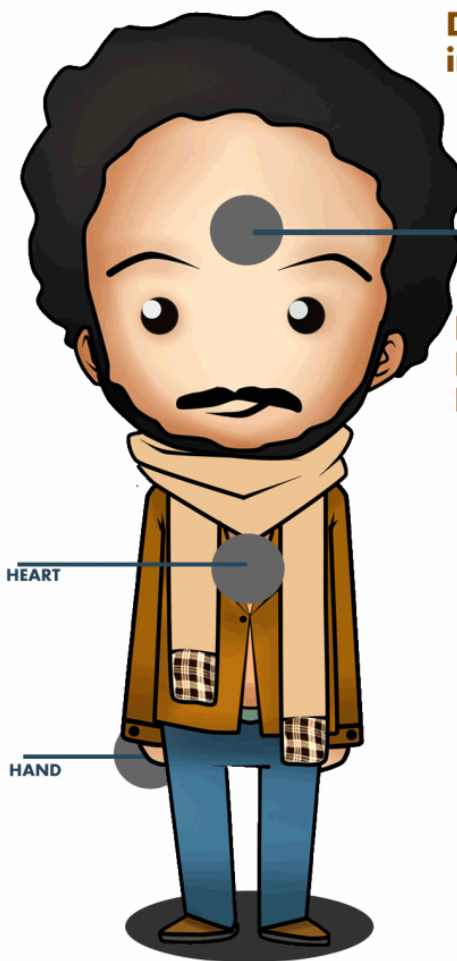


capital, fair interest rates, banks, net worth

MONEY

TO ELIMINATE DISCRIMINATION GIVE ACCESS TO POWER

EMPOWERING



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.

Thought
Emotion
Action

B P D

Copyright am horizons training group 2012

TRUTHS

HUMANS CAN LEARN, CHANGE, AND GROW

PEOPLE DO WHAT THEY THINK WORKS

ALL BEHAVIOR IS GOAL DIRECTED

ATTITUDE IS A REACTION TO GOALS



amhorizons.com

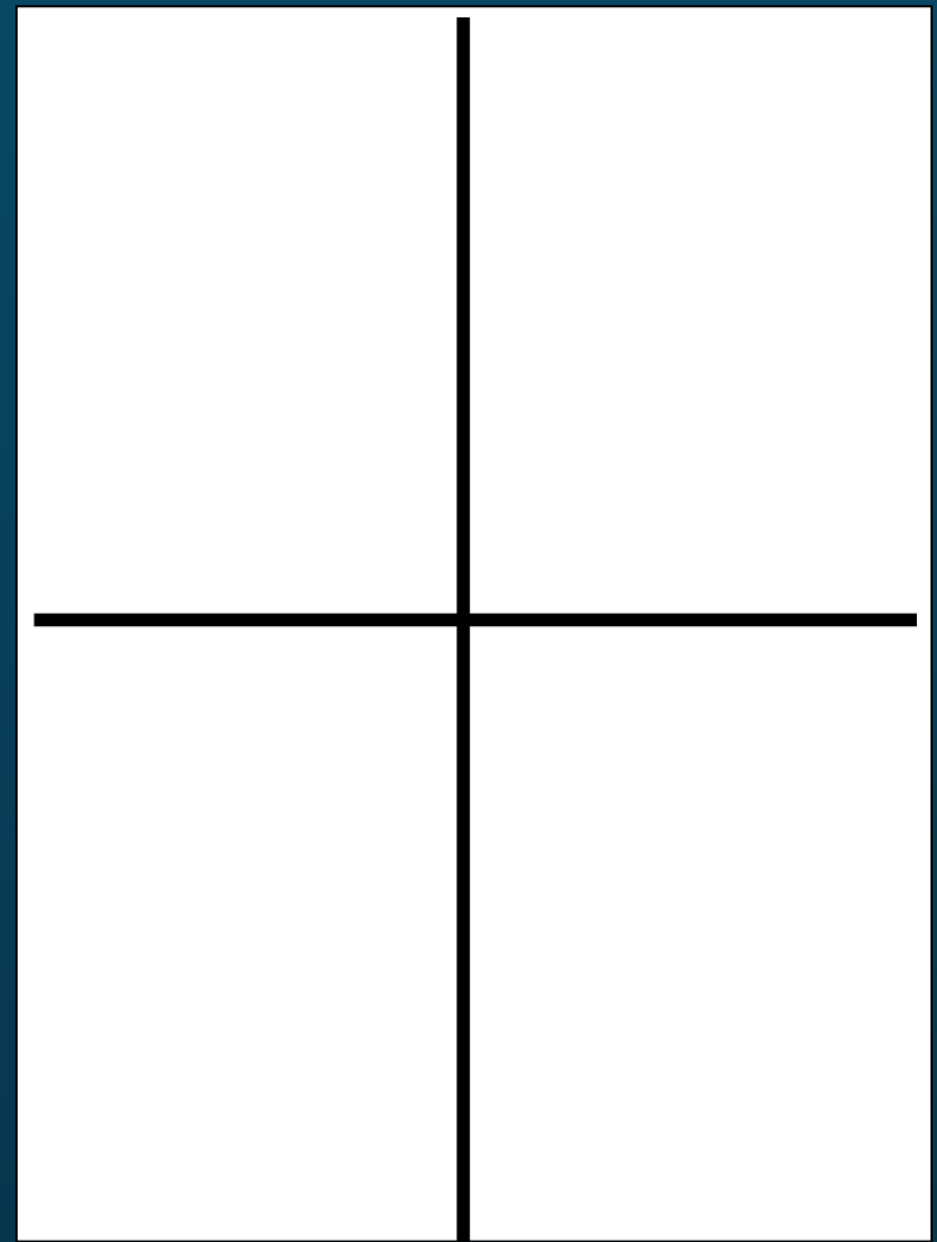
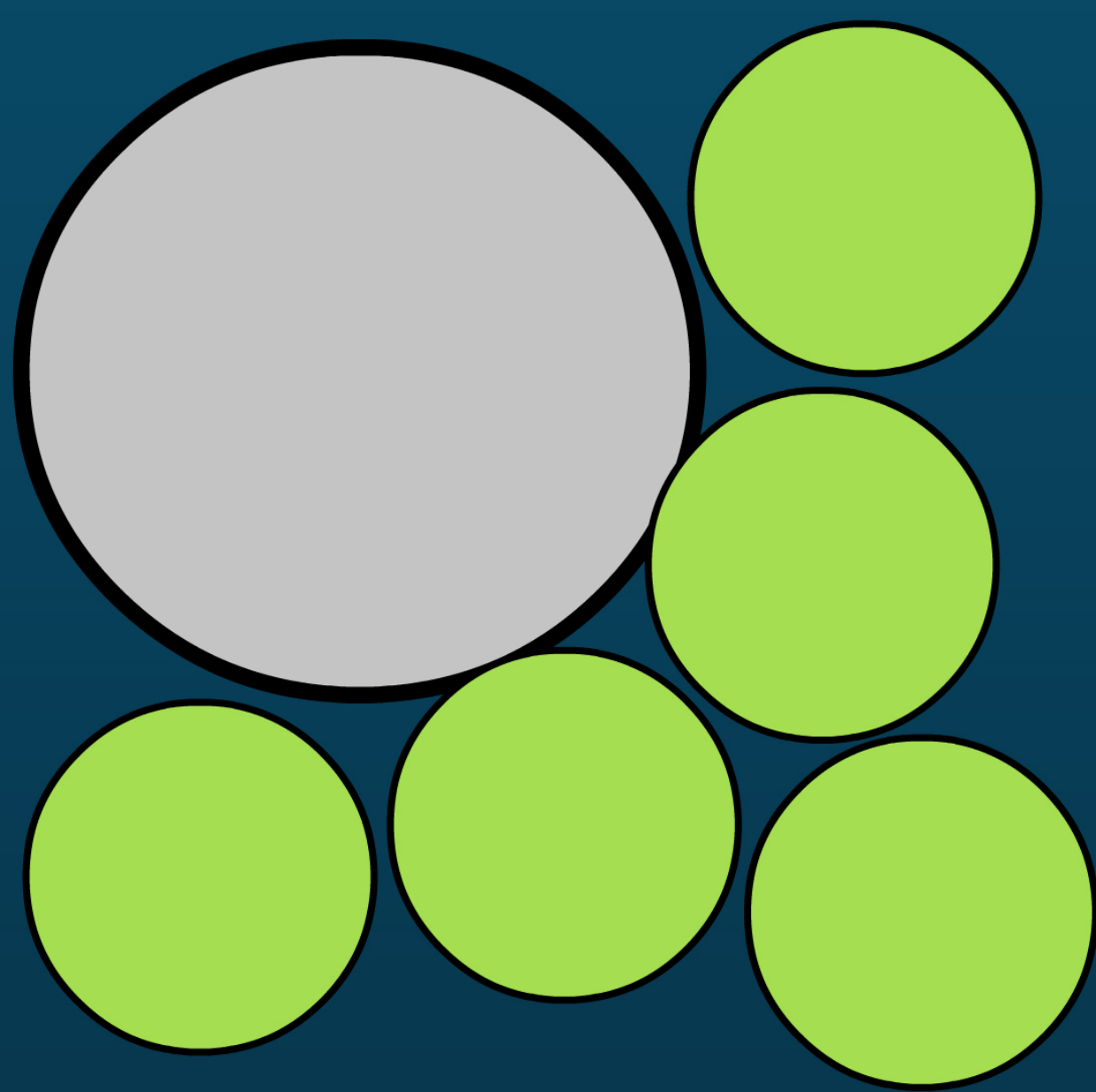
**SIGNIFICANCE
BELONGING
SAFETY**

there is
Dignity & Honor
in
Being Human

amhorizons.com



NOTES



ASSESSING MY LIFE Experiences on a scale of 1 to 5

Childhood neighborhood
1 Monocultural 5 Multicultural



Current Neighborhood
1 Monocultural 5 Multicultural



High School Friends
1 Monocultural 5 Multicultural



Current Friends
1 Monocultural 5 Multicultural



First job
1 Monocultural 5 Multicultural



Current job
1 Monocultural 5 Multicultural



What information does this assessment provide you with? How will you use this information?

Describe a time when you were the bystander to an act of bigotry, prejudice or discrimination.

What was the effect of your silence?

What contributed to you being a bystander? On a scale of one to five rate the level of influence of each statement.

Fear of the group
not a lot 1 to 5 very much so



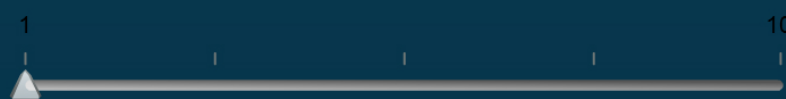
Not knowing what to do
not a lot 1 to 5 very much so



Being alone
not a lot 1 to 5 very much so



Your ability to empathize
not a lot 1 to 5 very much so



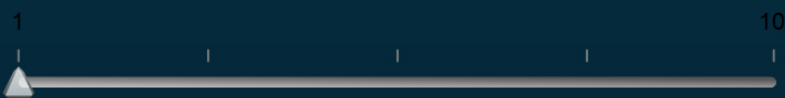
EMPOWERING CHANGE: Courage

Describe a time when you were in an "emergency" situation. What was helpful in effectively managing that emergency?

Preparation
not helpful 1 to 5 very helpful



Proper Resources
not helpful 1 to 5 very helpful



Partners
not helpful 1 to 5 very helpful



Practice
not helpful 1 to 5 very helpful



Describe a time when you stood up in the face of bigotry, prejudice or discrimination.

What gave you the courage, strength to stand up in the face of bigotry, prejudice or discrimination?