



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



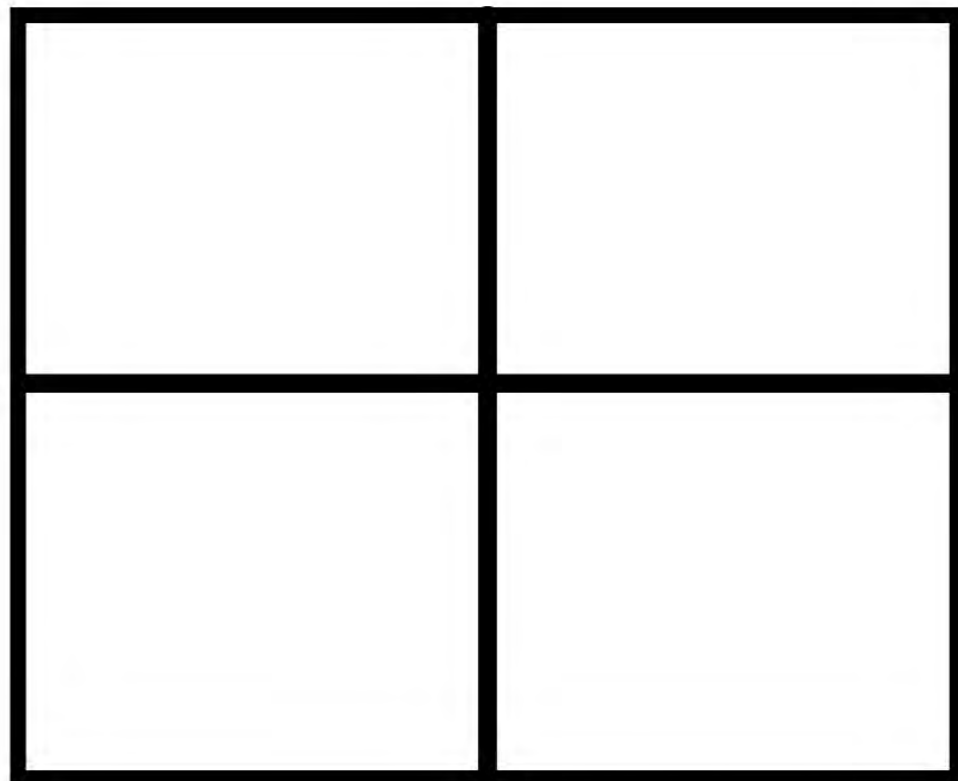
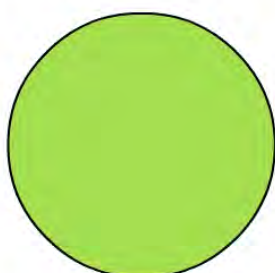
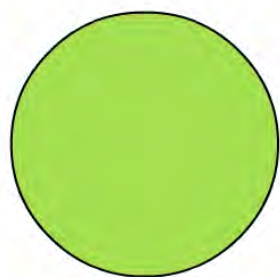
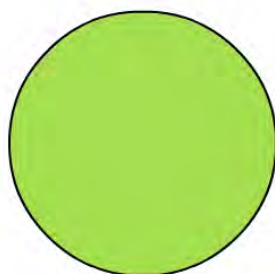
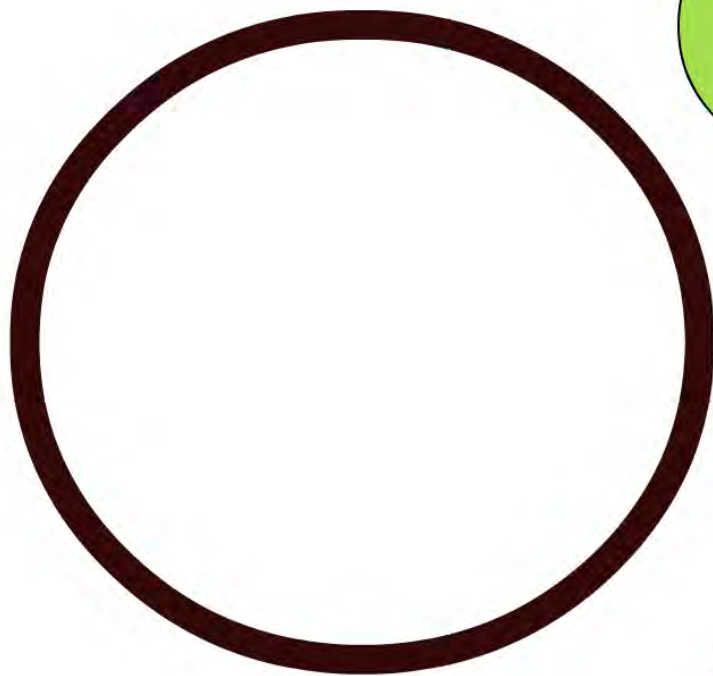
amhorizons.com

**SIGNIFICANCE
BELONGING
SAFETY**

there is
Dignity & Honor
in
Being Human

amhorizons.com

NOTES



Copyright am horizons training group 2012

<<< Reactive **GOAL** <<< Proactive

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

Draw a cup

amhorizons.com

MODELS OF LIBERATION

amhorizons.com

What is an attitude?

**NO, BUT
YES, BUT
YES, AND**

amhorizons.com

NOTES



andre koen

recycling minds andrekoen.com



What 3 things will you do as a result of this session?

1.

2.

3.

Notes

