Let the Healing Begin Today: Restoring Our Quest for Inclusion

The Winters Group, Inc. *Let’s Talk About It! Series*
with: Mary-Frances Winters

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What We Hope to Accomplish

• Examine the current state of inclusion in the U.S. post election
• Engage in dialogue on what it means to be inclusive
• Share specific actions on what we do now after such a divisive political season

Let’s Talk About It! Let the Healing Begin Today: Restoring Our Quest for Inclusion
Election Stress

- 39% Men
- 52% All Americans
- 51% Women

Source: ABC News
“To just be grossly generalistic, you can put half of Trump supporters into what I call the basket of deplorables---Racist, sexist, homophobic, xenophobic, Islamophobic, you name it.”

-Hillary Clinton
Current State of Inclusion: Race
The Age of #BlackLivesMatter

- Rise in social media activism
- Response to racially motivated killings & police brutality
- Reaffirmation of humanity and demand of inclusion, equity, justice

Black Lives Matter is a chapter-based national organization working for the validity of Black life. We are working to (re)build the Black liberation movement. This is Not a Moment, but a Movement.
Voters Differ On Opinions About Racial Diversity

Clinton supporters far more likely than Trump backers to view ethnic and racial diversity positively

% of registered voters who say ...

- All registered voters
- Clinton supporters
- Trump supporters

Increasing number of people of different races, ethnicities make U.S. a better place to live

40 57 72

White people benefit a great deal/fair amount from advantages blacks don’t have

24 52 78

It is a lot more difficult to be black in the U.S. than it is to be white

11 35 57

Racial discrimination is the main reason blacks can’t get ahead

6 33 55

Note: Based on registered voters.

PEW RESEARCH CENTER
TWG Race & Trauma Survey – How much do we **really** understand each other?

**6 out of 10 Blacks**

believe their organizations **DO NOT** understand their unique experiences in the workplace

**6 out of 10 Whites**

believe their organizations **DO** understand the unique experiences of Black employees in the workplace

*Source: The Winters Group, Inc.*
State of Race Relations

Whites divided over the state of race relations; blacks and Hispanics offer negative views

% saying race relations in the U.S. are...

- Generally good
- Generally bad

All adults
- 44%
- 48%

Whites
- 46%
- 45%

Blacks
- 34%
- 61%

Hispanics
- 37%
- 58%

Source: Pew Research Center, June 2016
Pew Study - Differing Perspectives on Improving Race Relations

To improve race relations, it is more important to focus on ...

Unique Experiences of different racial groups
- 44% Blacks
- 26% Whites

What different groups have in common
- 57% Whites
- 45% Blacks

Source: Pew Research Center
Current State of Inclusion: Gender
Gender Differences in Opinion

Most women who support Clinton say she is ‘being held to a higher standard’

Is Hillary Clinton being held to a higher standard than past presidential candidates because she is a woman, being treated less critically because she is a woman, or is her gender not a factor? (%)

Among Clinton supporters...

- All: 50% being held to a higher standard, 42% not a factor, 7% being treated less critically
- Men: 40% being held to a higher standard, 52% not a factor, 6% being treated less critically
- Women: 57% being held to a higher standard, 34% not a factor, 8% being treated less critically

Among Trump supporters...

- All: 14% being held to a higher standard, 57% not a factor, 30% being treated less critically
- Men: 7% being held to a higher standard, 59% not a factor, 33% being treated less critically
- Women: 15% being held to a higher standard, 55% not a factor, 26% being treated less critically

Source: Pew Research, October 2016
Gender Differences in Opinion: Obstacles for Women

Source: Pew Research, October 2016
Current State of Inclusion: Religion
Perceptions of Muslims

Islamophobia is on the rise in the U.S....More Americans have negative views than in 2011

56% of Americans say Muslim values are at odds with U.S. values

| How often have you talked with a Muslim in the past year? |
|-----------------|------|------|------|------|------|
|                 | 0    | 10   | 20   | 30   | 40   |
| Never           |      |      |      |      | 40%  |
| Seldom          |      |      |      | 28%  |      |
| Occasionally    | 24%  |      |      |      |      |
| Once a day      | 6%   |      |      |      |      |

Uptick in Hate Crimes Against Muslims

Chart from report showing spike in anti-Muslim attacks in November and December.
Anti-Semitism in the Presidential Campaign

In 2016, people have read anti-Semitic tweets 10 billion times, many from Trump supporters.

Also: 3 people identified as part of the global monetary/bank conspiracy in Trump video-Soros, Yellin, Blankfein-have something in common... twitter.com/costareports/s...

2:11 PM - 5 Nov 2016

Follow

“Don’t mess with our boy Trump or you will be first in line for the camp.”
Current State of Inclusion: People with Disabilities
People with Disabilities Underutilized in Labor Force

Among workers with college degrees, only **52%** of those with severe disabilities reported labor market activity compared to **90%** of those with no disability—a gap **38 percentage points**.

“Inclusivity for people with disabilities is now a matter of presidential politics. That likely wasn’t Trump’s intention when he mocked that reporter months ago. But it’s a satisfying result.”

-David Perry at the Atlantic
Current State of Inclusion: Xenophobia
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**xen·o·pho·bi·a**

/ˌzenəˈfōbē.ə, ˈzenəˈfōbē/  

noun  
intense or irrational dislike or fear of people from other countries.
Current State of Inclusion: LGBTQ
“There’s a lot of problems” with North Carolina’s anti-LGBT HB2, which prohibits trans people from using the restrooms that match their gender identities in public buildings. “People go; they use the bathroom that they feel is appropriate. There has been so little trouble.”

-Donald Trump
Liberals and Conservatives Differ in Their Unconscious Reactions

**Liberals**
- Less anxious about threats
- Less fearful
- More open and novelty seeking
- Safety
- Care for vulnerable people
- Fairness (share resources equally)

**Conservatives**
- More anxious/fearful
- More attuned to impending threats
- More organizational items e.g. calendars, ironing board
- Want more stability, structure and clear answers (order)
- Fairness (proportionality based on effort)
- Authority
Developmental Model of Intercultural Sensitivity

Denial
- Avoid
- Disinterest

Polarization
- Us and Them
- Us is Better

Minimization
- Color Blind
- We are all the same

Acceptance
- Deep understanding of my culture and other cultures
- Recognize that difference make a difference
- Curious and non-judgmental

Adaptation
- Capability to bridge across differences
- Capacity for empathy and to take actions that value, engage and respect differences

Source: Milton Bennett, Mitchell Hammer
What Does It Mean to Be Inclusive?

• Enhance self-awareness
• Strive to be non-judgmental
• Be curious about difference
• Reject stereotypes
  • “All”
  • “Those people”
  • Reject polarized views
• Practice empathy
  • Learn what it is like to live in another person’s shoes
• Practice civility
  • Be nice
  • Say hello
  • Don’t bully
How Do We “Tip” Towards Inclusion in organizations?

- Conduct surveys that segment the data by demographics so that you can understand different perspectives.
- Leverage Employee Affinity Groups.
- Learn to effectively dialogue among different groups. Start with similarities.
- Dispel myths. Communicate facts.
- Help people understand that acceptance does not always mean agreement.
- Help people understand that disagreeing with my point of view does not mean you have to dislike me. Separate the person from the opinion.
- Continue to help leaders understand the profound impact of the changing demographics on your company (e.g. buying power).
Most Organizations Admit They Are Not Inclusive

75% of the organizations aspire to be an inclusive organization. One that...

“leverages the diverse backgrounds of individuals to drive value and business results by creating an environment where employees feel involved, respected, valued and connected.”

Shockingly, only 11% of the respondents believe that they have such a culture today.

Source: Bersin by Deloitte, April 2014
Remember: **Authentic Dialogue Occurs When**…

- Trust has been built
- High level of self-awareness (e.g. blind spots, unconscious bias)
- People will not feel judged or punished
- There is a curiosity to learn more
- Skilled facilitation for team discussions
- Commitment to ongoing learning
- Commitment to expand exposure to difference
  - Example, cross cultural learning partners
Cultural Competence 4E Model™

Exposure: Increased contact with difference

Experience: Creating transformative experiences to build relationships and shared meaning

Education: Developing new skills, knowledge and ways of thinking

Empathy: Emotional Intelligence
Who’s In Your World?

• The Public Religion Research Institute (PRRI) Survey--- “circle of people with whom I discuss important matters”

  • 75% of white Americans reported that their group is entirely white
  • 65% of blacks said their group is entirely black
  • 46% of Hispanics report that their social networks are limited only to other Hispanics
Inclusion Starts with “I” But takes all of “Us”

- Respecting, understanding and valuing our differences is important. Even more important is learning how to leverage them, bring them together for the good of the planet.

- United We Stand, Divided We fall.

- We may have come over in different boats, but we are all in the same boat now.

- Drawing on our common humanity and uniting around a common vision is what is needed today.
Thank You! Keep In Touch…

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