

# Shifting and Teambuilding for Diversity

**Presenter: Dr. Cynthia Harris**

February 25<sup>th</sup>, 2014

Chemeketa Community College – Viticulture Center

8:30AM - 8:45AM	Registration and Check-In
8:45AM - 9:15AM	Introduction/Welcome Overview of the Goals for the Training Exercise of Self-Assessment
9:15AM -10:15AM	Communication Strategies/ Power of Listening Empathic Listening Exercise on Self-Empathy Exercise in Focused Connection
10:15AM -10:30AM	BREAK
10:30AM- 11:00AM	Review Empathic Listening Exercise – Generating Communication Listening from Nothing Exercise – “Have I heard this before?”
11:00AM – 12Noon	Practice Acknowledgement Exercise – Practice pair share on acknowledgement Exercise – Your Diversity Plan
12Noon – 1:00PM	Lunch
1:00PM - 1:45PM	Lecture on the Power of Teams How Leaders Master Teamwork Strategy for your Action Plan
1:45PM - 2:15PM	Lecture/Exercise Working on Diversity Issues The Role of Integrity
2:15PM - 2:30PM	BREAK
2:30PM - 3:30PM	Diversity Action Plan Creating the Opportunity for Diversity
3:30PM - 3:45PM	Questions and Answers
3:45PM - 4:00PM	Evaluations

## Self-Assessment

Name: \_\_\_\_\_

Date: \_\_\_\_\_

- 1. List the personal goals that you set for this past year. How fully do you feel you met them? What factors affected your ability to meet them?**
- 2. What went particularly well this year? What did you learn that you will carry forward for next year?**
- 3. What are some of the particular challenges that you faced this year? What were your key lessons learned?**
- 4. Reflect on any additional sources of feedback you have received during this year. What implication can you draw for prioritizing areas of development for yourself for next year?**

## Giraffe Qualities

Gratitude  
Compassionate  
Joyful  
Forgiving  
Unconditional Love  
Kindness  
Gentleness  
Intentional  
Empathy  
Patience  
Inclusive  
Understanding  
Respectful  
Collaborative  
Accepting  
Peaceful  
Grounded  
Courageous  
Present  
Truthful  
Cooperative  
Humor  
Listening  
Generous  
Connectedness  
Perspective  
Observant  
Openness  
Mindful Silence  
Attention  
Conscious  
Light  
Truthful  
Helpful

## Jackal Characteristics

Sarcastic  
Selfish  
Anxious  
Vindictive  
Blaming  
Mean  
Fearful  
Jealous  
Scattered  
Hostile  
Critical  
Gossipy  
Dominates  
Manipulates  
Dishonest  
Predatory  
Greedy  
One-up-mentality  
Violent  
Despair  
Abusive  
Superiority  
Arrogant  
Confidently right  
Intimidating  
Bullying  
Dog-eat-dog world  
It's all about me  
Condemnatory  
Agitator  
Attacker  
Victim  
#1  
"It's your fault"  
Complaining  
I'm Right - You're Wrong  
Controlling  
Loud/not listening  
Egotistic

# Universal Human Needs

This list builds on Marshall Rosenberg's original needs list with categories adapted from Manfred Max-Neef.

*NOTE: this list is provided only as a tool for study. No list is any substitute for each one of us finding our truth using our own words that fit our experience.*

Subsistence and Security	Connection	Meaning
Physical Sustenance	Affection	Sense of Self
Air	Appreciation	Authenticity
Food	Attention	Competence
Health	Closeness	Creativity
Movement	Companionship	Dignity
Physical Safety	Harmony	Growth
Rest/Sleep	Intimacy	Healing
Shelter	Love	Honesty
Touch	Nurturing	Integrity
Water	Sexual Expression	Self-acceptance
	Support	Self-care
Security	Tenderness	Self-connection
Consistency	Warmth	Self-knowledge
Order/Structure		Self-realization
Peace (external)	To Matter	Mattering to self
Peace of mind	Acceptance	
Protection	Care	Understanding
Safety (emotional)	Compassion	Awareness
Stability	Consideration	Clarity
Trusting	Empathy	Discovery
	Kindness	Learning
Freedom	Mutual	Stimulation
Autonomy	Recognition	
Choice	Respect	Meaning
Ease	To be heard	Aliveness
Independence	To be known	Challenge
Power	To be seen	Consciousness
Self-responsibility	To be trusted	Contribution
Space	To be understood	Creativity
Spontaneity	Understanding others	Effectiveness
Leisure/Relaxation	Community	Transcendence
Humor	Belonging	Beauty
Joy	Communication	Celebration of life
Play	Cooperation	Communion
Pleasure	Equality	Faith
Rejuvenation	Inclusion	Flow
	Mutuality	Hope
	Participation	Inspiration
	Partnership	Mourning
	Self-expression	Peace (internal)
	Sharing	Presence

# READY, SET, GOAL!

GOING FOR WHAT YOU WANT, WITH BALANCE AND FULFILLMENT ON THE WAY.

*“Whatever you can do, or dream you can, begin it now.  
Boldness has genius, power and magic in it.”*

- Goethe

## **POWERFUL QUESTION TO ASK YOURSELF:**

1. What do I really want?
2. What would it look like and feel like when I have it?
3. What is my underlying purpose?
4. What values do I want to honor
5. Who will I have to “be” to get what I want?

## **STRATEGIC STEPS TO REACHING YOUR GOALS:**

1. What are my goals?
2. Write out long large goals, and break them down into short-range goals.
3. List three main benefits for achieving them.
4. Where am I now in relationship to the result I want? (current reality check)
5. What do I have to do to get what I want?
6. What am I willing and able to do?
7. What inner and outer resources and help can I draw on?
8. What three obstacles might show up, and how will I deal with them?
9. What’s the first step I can take...and the next...and the next....?
10. Write out your action plan and time table. Use do-able steps.
11. Establish accountability method; i.e. timetables with completion dates; reporting to a “success buddy”
12. What daily habits will keep me on track?
13. What is my reward for each action step achieved?

## **The Diversity Action Plan**

Our schools must allow cultural elements that are relevant to the children to enter the classroom, thereby enabling the child to move through relevant experiences from the home towards the demands of the school as a representative of a diverse society. All children initially come to school motivated to enlarge their culture.

We must look first to determine how they seek to know themselves and others and how their expertise and experience can be used as the fuel to fire their interest, knowledge and skills. Children come to school “rich in assets” and as teachers we enter their world in order to aid them and build bridges between the cultures.

### **Questions to be addressed during the conference and trainings:**

- 1. How might we coach students, parents, and teachers to be conscious of and respect cultural values?**
- 2. Can education envision enlarging one's own culture through meaningful interactions with other's cultures?**
- 3. What are the techniques that learners use to inspire culture proficiency's in their school?**

*“Do we have the will to educate all children?” Asa Hillard*

The unique talent of leaders is the ability to understand and work with culture. Ideally, part of a total education curriculum addresses building bridges between cultures.

Panels will include:

- Values, Ethics, Principles, and Morals
- Transforming Schools so they work for all students, regardless of culture.
- Strategies for changing the “school game”
- Communication for empowerment and parent engagement.

The panels will design new ways of schooling that reflect pluralism, democratic, and cultural values. Specialists appropriate to each community will be part of these panels.

*“Leaders are people who face problem. Leaders mobilize people to face these problems and meet the challenges” Dr Cynthia Harris*

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Gandhi said, “...We must become the change we want to be”.