Humanity Approach: Foundations of an Equitable and Inclusive Community

Berké Brown
WHAT DO YOU SEE?
Today, I am grateful for...

I’m am thankful to my community for...
SEE THE WORLD THROUGH GRATITUDE

- 35% reduction in depression & stress
- 25% less reactive throughout day
- 10% increase in energy
- 16% fewer sick days
- 19% increased time exercising
- 10% less pain
- 8% more sleep & quality
I AM
THAT HAS LEARNED TO FLOAT. WHEREVER THE MAIN STREAMS AND CURRENTS WILL GO.
I AM A BIRD

THAT HAS LEARNED TO WALK.
FORSAKING THE HEAVENS
TOO AFRAID TO FALL.
WHO HAS SETTLED FOR A TIE BETWEEN LIVING THE TRUTH AND LIVING A LIE.

I AM A WINNER
I AM A GENIUS

WHO HAS LEARNED TO SLEEP.
ON THE BACKS OF FOOLS,
ONWARDS, TOWARDS NAIVETY
THAT HAS LEARNED TO EXTINGUISH ITS LIGHT,
SO IT WON'T FEEL ALONE IN THE DARKNESS OF NIGHT.

I AM A STAR
AFRAID TO BE SEEN OUTSHINING THE REST,
WE LIVE IN DENIAL SACRIFICING OUR BEST.
FOR THE LOVE OF BLIND MEN LEADING THE WAY,
WE SELL OUR TOMORROWS JUST FOR ONE DAY.
BUT I AM A SEED

PREDESTINED AND FORMED.
TO GROW INTO THE MOLD
TO WHICH I WAS BORN.
SO BEFORE I LIVE THESE GOD SENT DREAMS, I MUST FIRST FORGET TO LEARN, AND JUST BE ME.
Who am I?

What do you do for a living?

I am...

- DEI Advocate
- Speaker
- Leadership Coach/Consultant
- Behavioral Researcher
- Educator/Speaker
- Musician
- Singer Songwriter
- Poet

And I am not...
Roadmap for today

- Part 1: Defining Terms
- Part 2: The Psychology of Behavior
- Part 3: The Environment: Humane and Inhumane
- Part 4: Being a Leader through Belief: Active Humanity
- Part 5: Creating a Culture of Humanity
- Part 6: Humanity-Centered Leadership: Application
Part 1: Defining Terms
Defining Our Terms

- What is DEI?
- Salutogenesis vs Pathogenesis
- Humane vs Inhumane
“Diversity, Equity and Inclusion” are buzzwords. Our humanity is real. We share many values and goals with our community. Great leaders treat community members humanely and create social connection with those they serve.

- Shanti Brien, co-Founder of Fogbreak
Defining Our Terms

WHAT IS DEI?

"Diversity is being invited to the party; inclusion is being asked to dance,"

-Verna Myers
Defining Our Terms

Pathogenesis

Definition of pathogenesis
1. focus on the origination and development of a disease
WHAT DO YOU SEE?

THE PROBLEM

STRESS

HATE

TRIBALISM

ANNOYANCES
Defining Our Terms

Salutogenesis

Definition of salutogenesis
1. : an approach to human health that examines the factors contributing to the promotion and maintenance of physical and mental well-being rather than disease with particular emphasis on the coping mechanisms of individuals which help preserve health despite stressful conditions
WHAT DO YOU SEE?

THE SOLUTION
“I don’t as much care what you stand against, as I do what you stand for. Because when the oppressor comes, I already know by your very nature you will stand.”

-BB
Defining Our Terms

Humane
adjective

1. characterized by tenderness, compassion, and sympathy for people and animals, especially for the suffering or distressed
2. acting in a manner that causes the least harm to people or animals:
Defining Our Terms

Inhumane

adjective

1. not humane; lacking humanity, kindness, compassion, etc.

2. lacking qualities of sympathy, pity, warmth, compassion, or the like; cruel; brutal:
“If only it were all so simple! If only there were evil people somewhere insidiously committing evil deeds, and it were necessary only to separate them from the rest of us and destroy them. But the line dividing good and evil cuts through the heart of every human being. And who is willing to destroy a piece of his own heart?”

— Aleksandr Solzhenitsyn,
“If better is possible good is not enough.”
Part 2: Understanding the Psychology of Behavior
Behavior Theory

BELIEFS

ENVIRONMENT

BEHAVIOR
Behavior Theory

BELIEFS

ENVIRONMENT

BEHAVIOR
Behavior Theory

BELIEFS

ENVIRONMENT

FUTURE

BEHAVIOR

BEHAVIOR
Behavior Theory

BELIEFS

Humane/ Inhumane

ENVIRONMENT

Humane/ Inhumane

BEHAVIOR

Humane/ Inhumane
Part 3: The Environment:
Seeing Human Psychology in the Humane and Inhumane
ENVIRONMENT

- Milgram’s Study
- Stanford Prison Experiment
ENVIRONMENT

- Milgram’s Study
- Stanford Prison Experiment
INJUSTICE IS VISIBLE AND INVISIBLE

- Culture
- Norms
- Social Media etc
SMALL CONCESSIONS

Frogs boiling in the water
Part 4: Beliefs: Being a *Human-Centered* Leader through *Active* Humanity
Humans act to exclude. Great leaders fight to include.

-Dan Mulhern, Everyday Leadership
THE HUMANE: Small Activism
ACTIVE HUMANITY MUST BE VISIBLE BEFORE IT CAN BE INVISIBLE

- Upstanding
- Policy
- Culture

PERSONAL

BEHAVIOR
Changing Behaviors
For Human-Centered Leadership

PERSONAL

Values & Attitudes

BEHAVIOR

Accountability & Feedback

ENVIRONMENT

Policy & Culture Support Tools
Part 4: Creating a Humane Environment
Culture through shared Values Connect Us
Getting Personal
VALUES AND INTERNAL MOTIVATION

EXTERNAL MOTIVATION
- Punishment
- Reward
- Obligation
- Basic Need

INTERNAL MOTIVATION
- Creative Desire
- Achievement
- Interest/Curiosity
- Satisfaction
- Tied to bigger
VALUES

Adventure
Arts
Authenticity
Acknowledgement
Beauty
Boldness
Caring
Compassion
Community
Creativity
Curiosity
Dedication
Determination
Diversity
Empathy
Excellence
Fairness
Faith
Fame
Family
Friendship
Freedom
Generosity
Growth
Happiness
Honesty
Humor
Influence
Individuality
Inner Harmony
Joy
Loyalty
Meaningful work
Passion
Peace
Pleasure
Optimism
Open-mindedness
Professionalism
Recognition
Religion
Reputation
Safety
Security
Service
Spirituality
Success
Wisdom
Other
SHARING PERSONAL VALUES

• Get into pairs
• 2 minutes each
• Share your Top 3 values
• Define them. What do they mean to you?
Recognizing Shared VALUES

- In your whole table or groups of 4-5
- Each share your Top 3 values and their definitions
- What are the commonalities? Find three that you all share (may need to come up with new terms)
Setting a Vision

What is your **vision** for a thriving community?

_or_

If your Commission did an **extraordinary** job, what would your community look like and feel like to live in?
To Get to **Point B**...

You must know Where **Point A** is.

Point A is neither good nor bad. It’s reality.

The Vision pulls you towards its achievement.
THE IMPORTANCE OF A CLEAR VISION:

To Get to **Point B**…

○ You must know Where **Point A** is.
○ Point A is neither good nor bad. It’s reality.
○ The Vision pulls you towards its achievement
CLARIFYING YOUR PURPOSE AS MAYORS & COUNCIL MEMBERS

Who are you? (Name and role)

What do you love to do in your work? (teach, create, talk, connect, what are you qualified to teach other people?)

Who do you do it for?

What do those people want or need?

How do they change as a result?
CLARIFYING YOUR PURPOSE AS A MAYOR OR COUNCILMEMBER

“I BERKÉ BROWN, AS A EDUCATOR EMPOWER CHANGEMAKERS BY MEETING THEIR NEEDS FOR TOOLS AND GUIDANCE THAT FOSTER INNER CONFIDENCE AND THE WILL TO SUCCEED WITHIN THEM.”
These are your North Stars

Does what I’m doing align with my purpose as a leader?
Are my decisions and behaviors reflecting my values?
What changes need to be made to align?
Part 5: Humanity-Centered Leadership: In Real Life Application
A tree with strong roots laughs at storms.

~Malay Proverb
A tree with strong roots laughs at storms.

~Malay Proverb
Why do people Cooperate with the Law?

Science of Procedural Justice

- Did I get a good outcome?: 0.19
- Did I get what I deserved?: 0.07
- Was the process just and fair?: 0.71
What is Just & Fair?

Science of Procedural Justice

- Trust: 0.38
- Respect: 0.14
- Neutrality: 0.29
- Voice: 0.55
- I got a favorable outcome: 0.03
- I got what I deserved: 0.12
NEUTRALITY

- Decisions based on facts and rules, not personal opinions, not biases, not favoritism.
- Rules needs to be applied consistently across people and over cases with transparency.
- Giving people the opportunity to tell their story
- A frequent cause of complaint about government actors is “they did not give me a chance to tell my side."
- Avoid “I already know” or Stats
RESPECT

- People expect to be treated with respect and will respond better when they are.
- Apologize if something disrespectful happens.
- Fight to see similarities
TRUST

BENEVOLENCE

● Evidence of listening: Remain verbally and nonverbally engaged

● Good explanations: Tell people what’s happening and why.
Evidence of Listening

“is that right?”

“I hear you, that sounds hard.”

Repeat back verbitum

What are others?
Good Explanations

● Speak in their language
  ○ No legalese or office jargon or City Code
● Provide relevant information and referrals
● Ensure language accessibility
You are leaders & public servants...

You serve diverse communities. You can choose humanity.

Your everyday decisions and behaviors—when done from your values—create inclusive and thriving communities.
Commit

Write down two commitments

Turn to your neighbor and share one
I learned that...
I re-learned that...
I am disappointed that...
I am surprised that...
I committed to...
Thank you.

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