Humanity: What Planning Commissioners can do as Community Leaders for Equity and Inclusion

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Gratitude

Today, I am grateful for...

I’m am thankful to my community for...
"The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant."

-Max DePree, Businessperson and author of Leadership is an Art
“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
Roadmap for today

● Part 1: The Humane and the Inhumane
● Part 2: Environments and Inhumanity
● Part 3: Humanity through small behaviors
● Part 4: Shared Values Connect Us
● Part 5: Humanity-centered Leadership: Engaging with your community to create connections
Part 1: The Humane and Inhumane
WHAT DO YOU SEE?
WHAT DO YOU SEE?

UNREST

HATE

THE PROBLEM

TRIBALISM

STRESS
WHAT DO YOU SEE?
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

**Inumane**

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: The Environment: Seeing Human Psychology in the Humane and Inhumane
THE INHUMANE:
Environments
● Milgram’s Study
● Stanford Prison Experiment
● Milgram’s Study
● Stanford Prison Experiment
Environment IS VISIBLE AND INVISIBLE

Environment is

- Culture
- Norms
- Social Media etc
SMALL CONCESSIONS

Frogs boiling in the water
Part 3: Humanity through small behaviors
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 behaviors
Changing Behaviors
For Humanity

Policy & Culture Support Tools
ENVIRONMENT

Accountability & Feedback
PERSONAL

Values & Attitudes
BEHAVIOR
Part 4: Shared Values Connect Us
Getting Personal

VALUES

ATTITUDES

BEHAVIORS
VALUES AND INTERNAL MOTIVATION

EXTERNAL MOTIVATION

INTERNAL MOTIVATION
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)
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.
CLARIFYING YOUR PURPOSE AS A PLANNING COMMISSIONER

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?
THESE ARE YOUR NORTH STARS

Does what I’m doing align with my purpose?
Are my decisions and behaviors reflecting my values?
What changes need to be made to align?
Part 5: Humanity-centered Leadership: Engaging with your community to create connections
A tree with strong roots laughs at storms.

~Malay Proverb
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

- COOPERATION

- STRENGTH OF CONNECTION
Science of Procedural Justice

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

COOPERATION

STRENGTH OF CONNECTION
Voice

Giving people the opportunity to tell their story
RESPECT
NEUTRALITY

Make Fair Decisions
Reduce the impact of implicit bias
TRUST BENEVOLENCE

Evidence of listening & Good explanations
Evidence of Listening
Good Explanations
Commit

Write down two commitments

Turn to your neighbor and share one
Planning commissioners are leaders

You serve diverse communities and on diverse commissions. You can choose humanity.

Your everyday decisions and behaviors—when done from your values—create inclusive and thriving communities.
I learned that...
I re-learned that...
I am disappointed that...
I am surprised that...
I committed to...
Thank you