



# 2008 Annual Training Conference



## Embracing the Power of Diversity



Johnny Lake  
University of Oregon Educational Leadership



Friday, April 25, 2008  
1:00pm



# 2008 Annual Training Conference



## Johnny Lake

Mr. Lake is a popular international keynote and public speaker working with youth and adults. An advocate for needs of at-risk youth and a nationally certified trainer in programs respecting leadership, diversity, community-building, cross-cultural interactions skills, equity and ethics for youth and adults. Mr. Lake is an internationally recognized writer and storyteller. He is active in community outreach and works with a very broad section of the community. He has taught at Willamette University in Salem, at the University of Oregon, Pacific University and at Northwest Christian College in Eugene. Mr. Lake is the current Chairman for the State of Oregon Commission on Black Affairs.



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# School Hierarchy

**Name two of what are considered the best schools in your community.**

- 1.
- 2.

**Name what are considered two of the worst schools in your district.**

- 1.
- 2.

**How did we know this hierarchy?**

**Do our children know this hierarchy?**

**Have parents or teachers told children verbally that they are a “better” child or student because they go to one of the “best” schools or that they are not very valuable because they may go to what is considered one of the “worst” schools? How do they learn this hierarchy?**

**Name the most desirable area to buy a home. When you hear someone say they just bought a home in that area what is the underlying message? Why are the homes so much more expensive where the schools are considered to be the best? Real estate agents make more money in such areas. Does class segregation look very different than racial segregation? Do our children learn these rules? How do they learn them?**

# Racial Hierarchy

**Name five racial and ethnic groups that are represented in your agency, community or school.**

- 1.
- 2.
- 3.
- 4.
- 5.

**Considering the social setting of your community rank on a scale from most to least favorable respecting the power and privilege of the racial groups listed.**

- 1.
- 2.
- 3.
- 4.
- 5.

**How did we know this hierarchy? Do our children know this hierarchy? How do they learn it? If we practice “colorblindness” in our schools, community and society will it help us to talk about race and create equity and justice?**



## Racial and Cultural Self-Knowledge

1. In terms of my racial and cultural heritage I am a

\_\_\_\_\_, \_\_\_\_\_,  
\_\_\_\_\_, \_\_\_\_\_

2. One experience shaping this description was \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. The first time I remember noticing differences in race and culture was \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. One positive thing about being who I am is \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. One difficult or embarrassing thing about being who I am is \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## **¿Quienes Somos? Who Are We?**

**How do we engage other people, especially if they are different from us? This usually requires practice and skills. This short activity illustrates the challenges and rewards of actively engaging others.**

**Choose a partner, someone you do not know, or would like to get to know better. You will have a total of four (4) minutes to talk with each other. You may talk about anything you wish. Some suggested questions are:**

**Who are you?**

**What does diversity mean to you?**

**Who is a diversity role model for you?**

**What is a diversity issue you would like to see addressed in your job/community?**

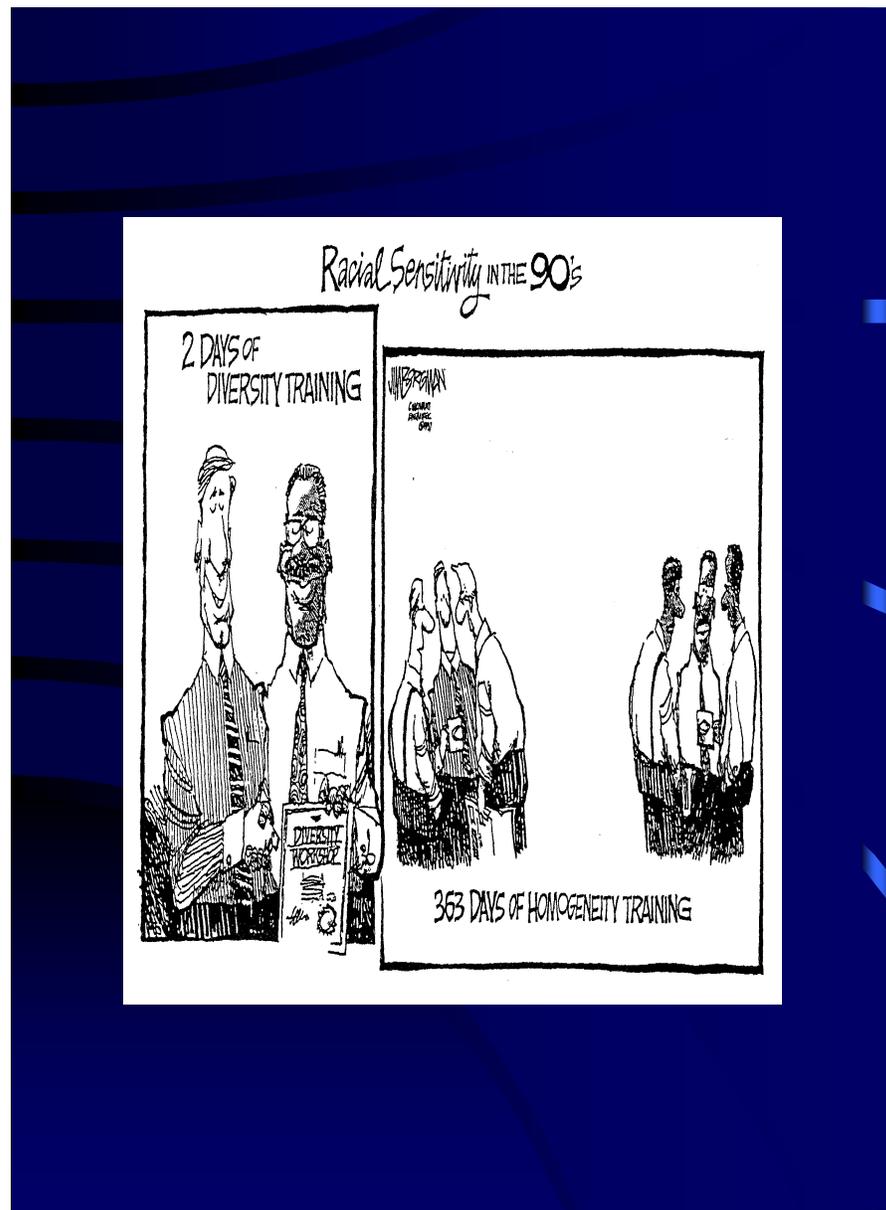
**What motivates you to address diversity issues or to take on a leadership role?**

**Remember your partner's response to these questions and be prepared to introduce him/her?**

## DIVERSITY IN OREGON BINGO

What was Vanport?	What was the largest terminated tribe in Oregon?	What is the Kam-Wah-Chung Festival?	Who was Beatrice Cannady?	What do DIA, NCAI, JOM and CERT mean?
What was the "Fighting 442?"	Who was Abigail Duniway?	What is the Oregon community with the largest Indian population?	Who was George Williams?	What is "red-lining?"
What did the Russian Cossacks have to do with Oregon history?	What is currently the largest minority group in Oregon?	Put your name here.	Where did most of Pete French's staff come from on the original Frenchglen ranch?	Name the restored tribal groups in Oregon.
Who knows if and when Oregon ever had an openly KKK governor?	What was the Portland Expo Center used for during World War II?	What was Celilo Falls?	Name the nine reservations in Oregon.	What was the Brotherhood of Sleeping Car Porters?
What is the percent of Indian students attending public schools nationally?	Why did so many early Asian settlers in Oregon become merchants?	Why are there so many saunas and steam baths in Astoria?	Why is St. Paul Catholic?	Name five contemporary Indian role models (politicians, sports, entertainers, etc.).

# Learning about Diversity is a Journey, not a Destination



## My Formal Education

Please indicate where you would place yourself along the continuum on each of the following questions:

0= Disagree Strongly      5=Sometimes 10=Agree Strongly

1. During my time in school, my history classes included substantive information about contributions made by people of my own gender.

0    1    2    3    4    5    6    7    8    9    10

2. During my time in school, my history classes included substantive information about contributions made by people of my own racial and ethnic/cultural group.

0    1    2    3    4    5    6    7    8    9    10

3. During my time in school, the assigned reading in my English and Literature classes gave me the opportunity to read stories and books by and about people of my own gender.

0    1    2    3    4    5    6    7    8    9    10

4. . During my time in school, the assigned reading in my English and Literature classes gave me the opportunity to read stories and books by and about people of my own racial and ethnic/cultural group.

0    1    2    3    4    5    6    7    8    9    10

5. My academic and career potentialities were well respected, explored, nurtured and encouraged during the time I was in school.

0    1    2    3    4    5    6    7    8    9    10

6. I believe that my education served members of my own gender well.

0    1    2    3    4    5    6    7    8    9    10

7. I believe that my education served members of my own race/ethnicity well.

0    1    2    3    4    5    6    7    8    9    10

# AFRICAN AMERICAN BINGO OREGON

How many US African-American citizens were awarded Ph.D.s in chemistry in 2000? ?	Percentage of African Americans living in the United States?	What African American helped design the Capitol of the United States?	How many African Americans reside in Oregon?	Who was Garrett Morgan? Name two of his inventions?
Who was the first African American woman to head a US medical school??	Who invented the fountain pen?	Who was Mae C. Jemison and when was she born?	He designed over 60 devices to preserve foods and received the National Medal of Technology, the nation's highest award for technological achievement posthumously in 1991??	Who was the first recorded African American dentist in the US? ?
When was the first patent given to an African American inventor??	Who was the reference for the term "The Real McCoy" and what did he do??	FREE SPACE for Your Name	Who was the first doctor to perform open-heart surgery??	He invented steam boilers, auto air brakes, telegraph systems for moving trains and a telephone transmitter.?
What percentage of African Americans are unemployed in the US? How does this compare with national rates of unemployment?	How much money do African Americans spend in the American economy?	He created the plasma method of blood preservation and founded the Blood Bank. ?	Who were the Tuskegee Airmen ?	Who was Bessie Coleman and what was her accomplishment??
Who invented the laser surgery process for cataracts?	Who was the first known African American physician??	Who invented the lawn mower?	Who invented the elevator??	How many African Americans received science PhDs between 1870-1960? between 1960-1969??



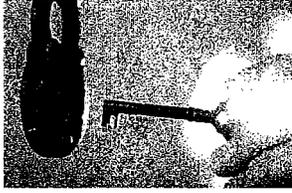
## **Communication- Key to Successfully Maintaining Connections.**

Communication is one of the most vital factors in organizational efficiency, effectiveness and success. Though the word itself tends to be used generically to represent verbal or written interactions, communication includes personal and professional skills and abilities. When we look complexly at the questions about communication we find both personal and professional challenges and opportunities for all of us.

Effective and efficient communications require knowledge and understanding of the culture and context. Personal culture and organizational culture operate together to define the everyday work environment and greatly affects the experiences of individuals and groups within the organization or agency. While personal cultural characteristics can be attributed to specific persons or individuals, often organizational or institutional cultures can appear to belong to no one specifically while affecting all individually. Both personal and organizational culture shapes outcomes for the agency or organization.

Most of us think we know how to communicate effectively and might even think of ourselves as great communicators. But like driving, many of us could use some improvement, despite what we tell ourselves. Talking, by itself, does not equal communication. Sometimes talking is just saying words with your mouth. Just because you know how to talk does not mean that you know how to communicate. It is critical to develop keys for communication. We have all been faced with a difficult situation or occurrence that you were reluctant to bring up or talk about? You probably thought, "If I just don't bring it up, maybe it will go away" or "If I say something it may get worse".

In most cases it does not just go away or stay the same. Problems may simmer and expand until they reach a boiling point. People can become very angry over small problems. The problems may become magnified beyond simple solutions or rational conversations. This lack of effective communication or miscommunication can result in personal and professional problems within an organization.



## **5 critical keys to effective and powerful communication.**

**1. Safe and respectful environment-** in order to talk about difficult issues we must feel that we are in a safe and respectful environment. In this environment we must also be:

- ✚ Willing to listen and non-judgmental
- ✚ Open to multiple perspectives and experiences
- ✚ Fair and non-discriminatory
- ✚ No hidden agendas
- ✚ Positive and Constructive for all

**2. Listen-** We often hear others talking, but that does not mean we are really listening. We tend to be thinking about our response long before the other person finishes talking. Take the time to really listen to the other person's perspective, ideas and feelings.

**3. Think-** Try to grasp all of the information and to understand the other perspective. Consider the strengths and weaknesses of the information or perspective and analyze how they relate to your own ideas, beliefs and perspectives.

**4. Reframe-** Re-examine your own ideas in light of the new information or perspective. Is my own perspective on this accurate and correct? Am I comfortable with my own ideas and perspectives and would a different perspective provide me with more insight?

**5. Respond-** After consideration of what you have heard, you should respond. But respond only after you have organized your own thoughts, reasons and perspective.



Try these keys for yourself. It may be difficult at first, but consciously remind yourself to be provide a **safe and respectful environment, to listen, think, reframe, and respond.**

Successful communication does not come easily and requires continuous practice. The more we use these keys, the better we become at utilizing good communication skills. Just simply giving each other the time and respect of listening to each other will very likely improve our communication and interactions.

## ***36 Ways to Embrace Diversity:***

- 1. Be Honest with ourselves and with others**
- 2. Challenging your own ideas**
- 3. Be Courageous to Stand Up for yourself and others**
- 4. Be Willing to Change**
- 5. Accepting we All Share the Responsibility**
- 6. We All can do this work**
- 7. We support high expectations for all**
- 8. There is No Neutral Ground**
- 9. Recognizing the History of Inequity and Injustice**
- 10. Challenging institutional barriers**
- 11. Create equal opportunities for All**
- 12. Recognizing the Continual Need for this work**
- 13. Being a life-long learner**
- 14. Keeping Communication going**
- 15. We Stop looking for a Quick Fix solution**
- 16. We Seek out Opportunities to Collaborate with others**
- 17. Addressing Everyday issues as well as Large ones**
- 18. Seeking out positive interactions with other cultures**
- 19. Recognizing your own privilege and assisting others**
- 20. Making a Good Community for All our Children**
- 21. Speaking Up**
- 22. Seeking information and knowledge**
- 23. Teaching Others**
- 24. Doing the Right Thing**
- 25. Knowing that Diversity does not happen on its own**
- 26. It is not a Zero-Sum game or contest**
- 27. To Stand Up against Inequity and Injustice**
- 28. It is Not a Half-Way proposition**
- 29. That the Extreme Issues are not the only ones we see**
- 30. We must Challenge our own history**
- 31. We do not play the Blame Game**
- 32. Enjoying the Journey**
- 33.**
- 34.**
- 35.**
- 36.**

Johnny Lake 2008

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