



The Winters Group, Inc.  
Let's Talk  
About It!  
Series

# Let the Healing Begin Today: Restoring Our Quest for Inclusion

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

November 9, 2016

# What We Hope to Accomplish

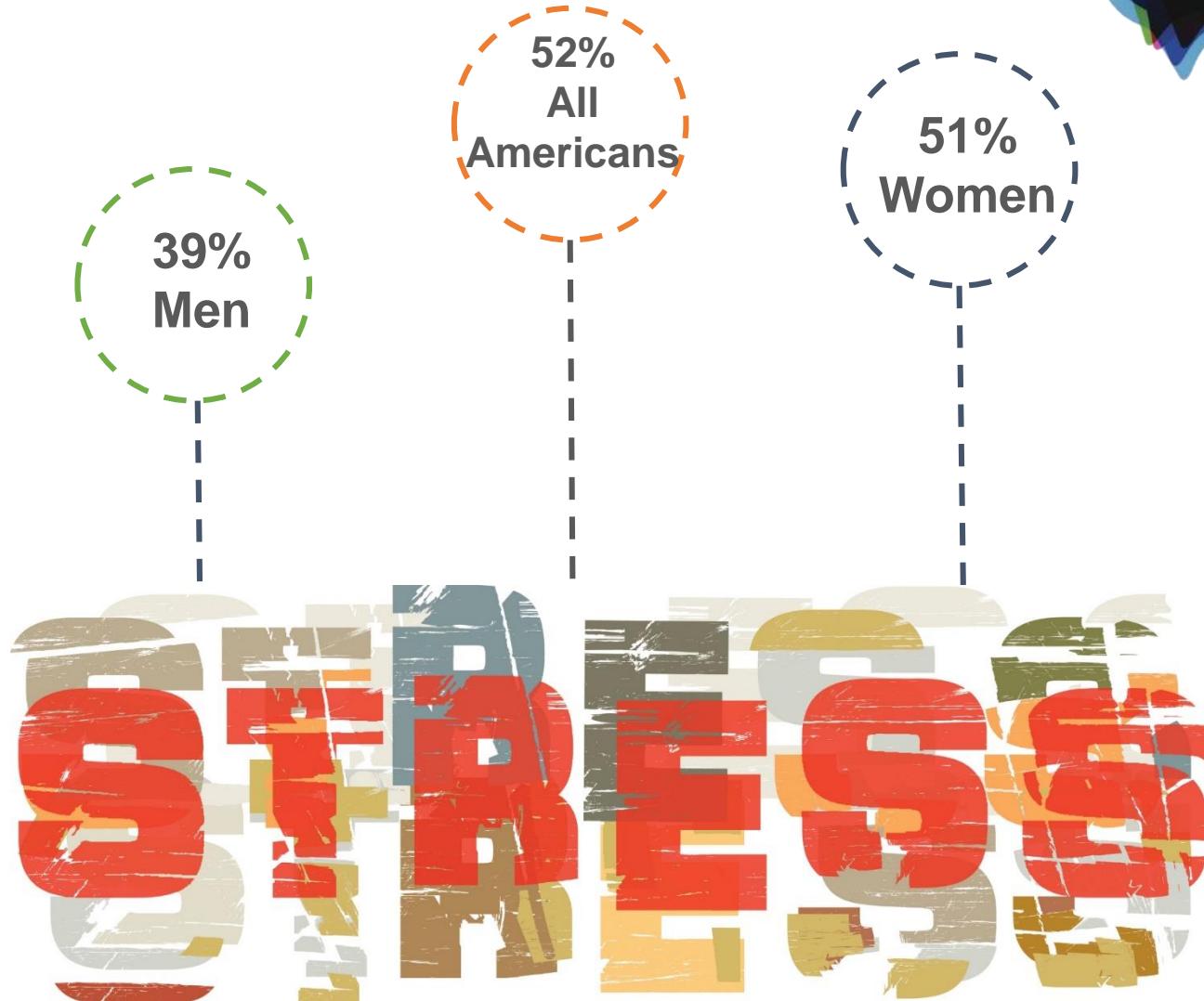
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- Examine the current state of inclusion in the U.S. post election
- Engage in dialogue on what it means to be inclusive
- Share specific actions on what we do now after such a divisive political season



# Election Stress

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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**

**Not her best  
moment.**

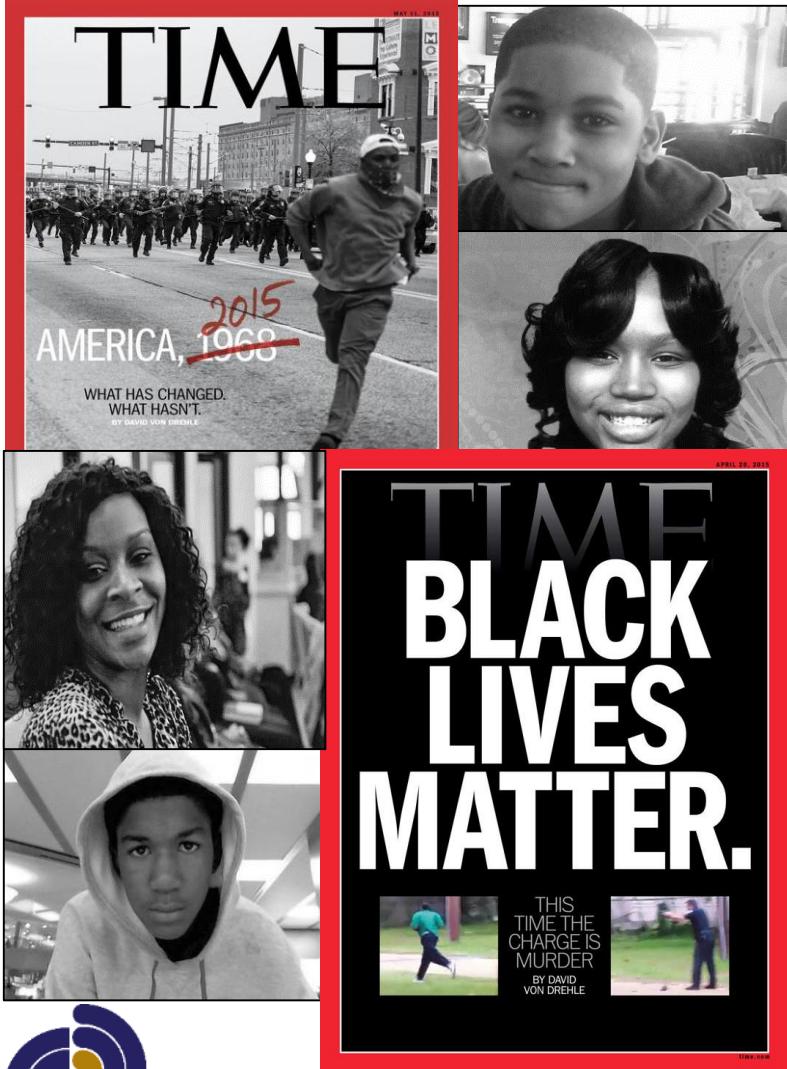


# Current State of Inclusion: Race



# The Age of #BlackLivesMatter

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- 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.**

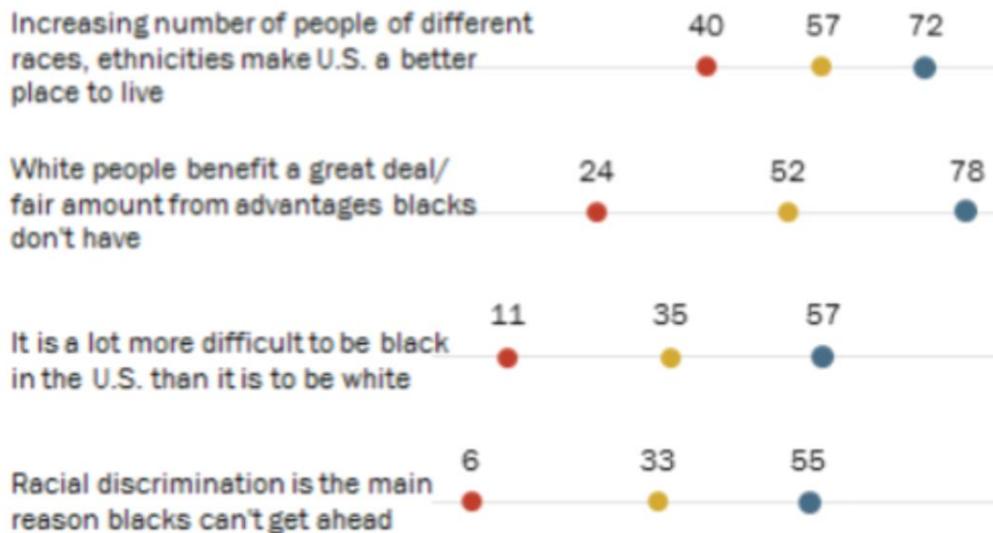
# Voters Differ On Opinions About Racial Diversity

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## 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



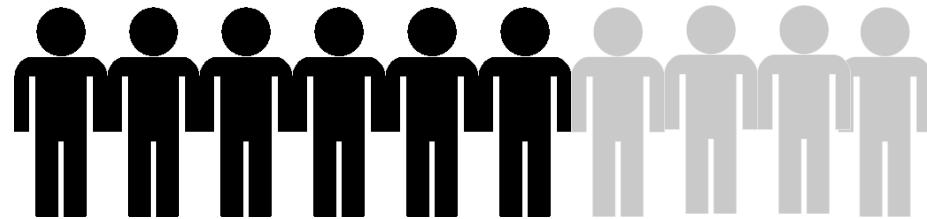
Note: Based on registered voters.

Source: Surveys conducted June 7-July 5, Aug. 9-16, and Aug. 23-Sept. 2, 2016.

PEW RESEARCH CENTER

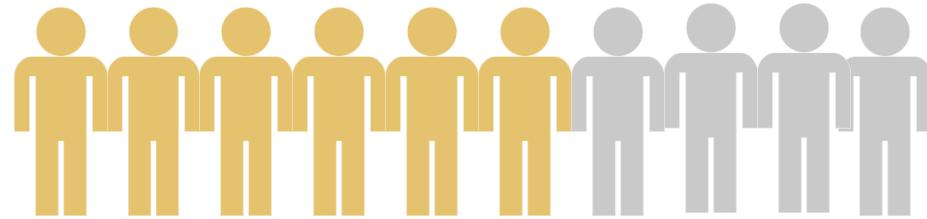


# TWG Race & Trauma Survey – *How much do we really understand each other?*



## 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.*



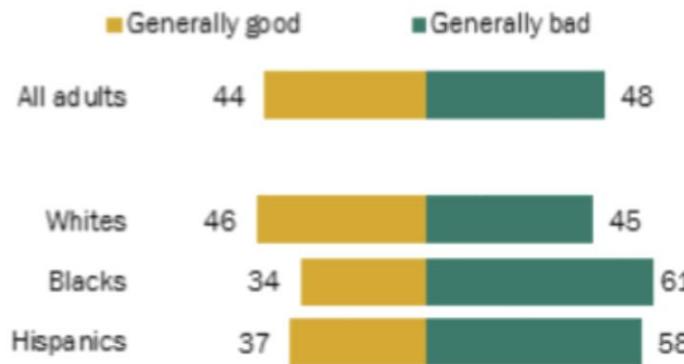
# State of Race Relations

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

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

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



Source: Pew Research Center, June 2016

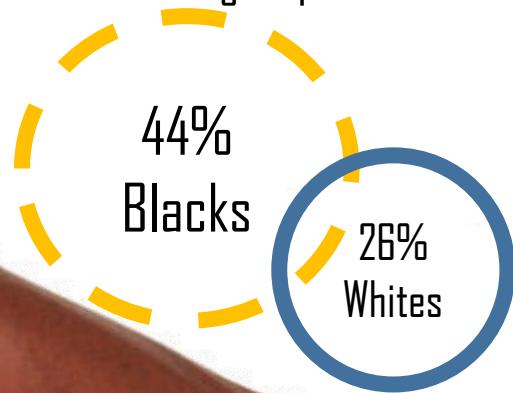


# Pew Study- *Differing Perspectives on Improving Race Relations*

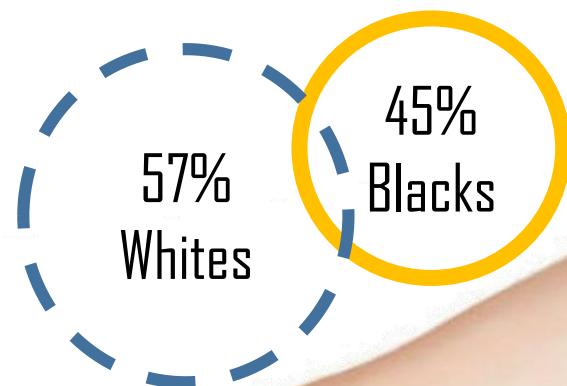
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To improve race relations, it is more important to focus on ...

Unique Experiences of different  
racial groups



What different groups have in  
common



Source: Pew Research Center



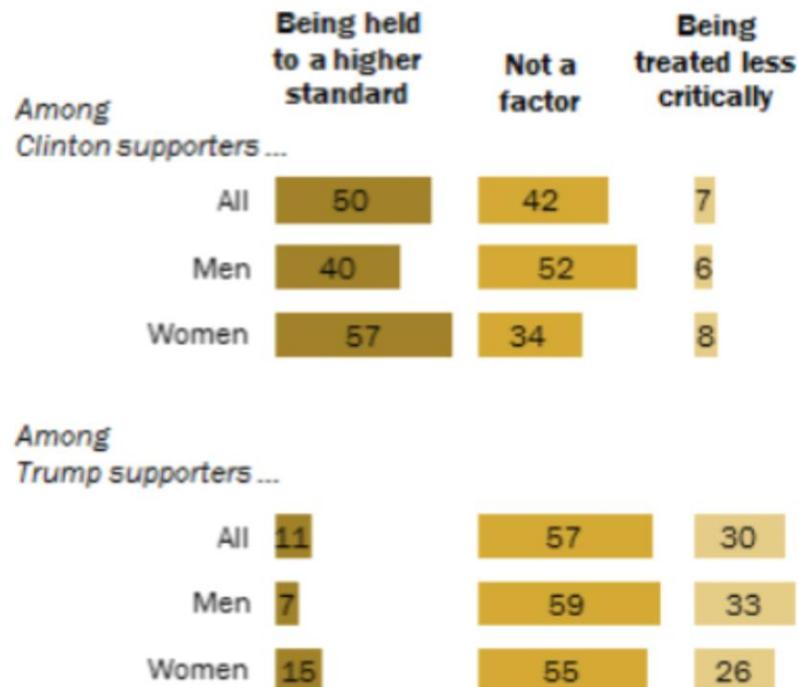
# Current State of Inclusion: Gender



# 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? (%)*



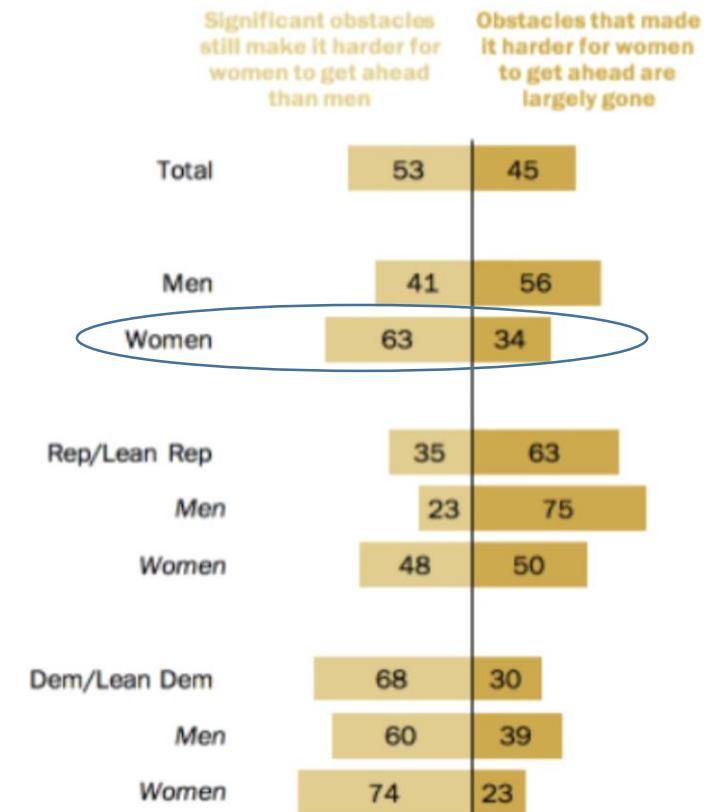
Source: Pew Research, October 2016

# Gender Differences in Opinion: Obstacles for Women

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## Gender, partisan divides on obstacles for women in society today

% who say ...



Source: Pew Research, October 2016



# Current State of Inclusion: Religion



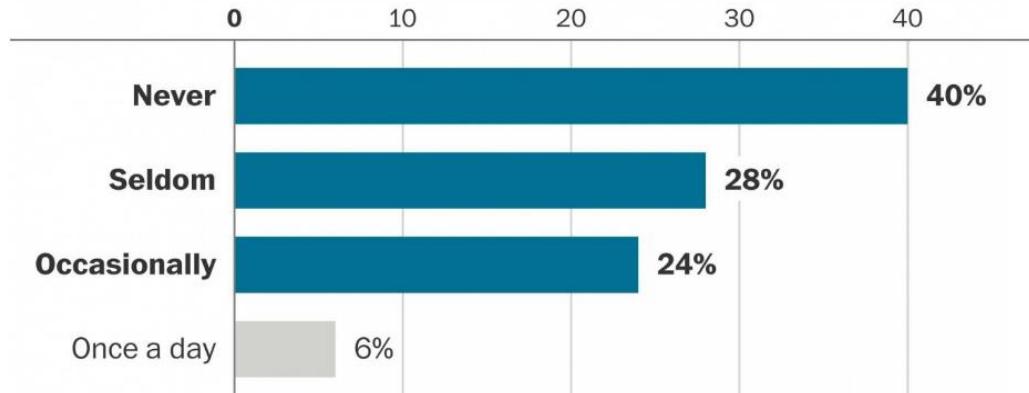
# Perceptions of Muslims

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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?



Uptick in Hate Crimes Against Muslims

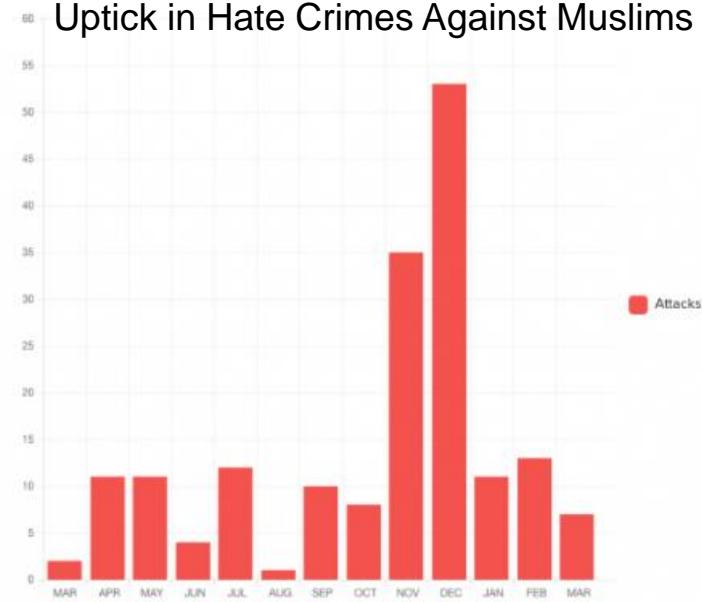


Chart from report showing spike in anti-Muslim attacks in November and December.



# Anti-Semitism in the Presidential Campaign

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A meme posted by an alt-right account on Twitter. The circular symbol to the left is an "occult" icon, often used by neo-Nazis. (Twitter)

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



Glenn Thrush   
@GlennThrush

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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...](https://twitter.com/costareports/status/795344415440028672)

2:11 PM - 5 Nov 2016

4 142 135

"Don't mess with our boy Trump or you will be first in line for the camp."

Gideon Resnick   
@GideonResnick

28 Apr

@OKnox @juliaoffe ugh damn it, i just emailed one. this is awkward

Julia Ioffe   
@juliaoffe

[Follow](#)

@GideonResnick @OKnox Oh, I thought this one reminding me to swallow my diamonds was from you!  
[pic.twitter.com/Ri6tZsyHxX](https://pic.twitter.com/Ri6tZsyHxX)

11:35 AM - 28 Apr 2016



# Current State of Inclusion: People with Disabilities



# People with Disabilities Underutilized in Labor Force

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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



# xen·o·pho·bi·a

/,zenə'fōbēə, zēnə'fōbēə/

*noun*

intense or irrational dislike or fear of people from other countries.

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# Current State of Inclusion: LGBTQ



# LGBTQ Issues

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***“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



# Election 2012 – News Headlines

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Did White America Die With This Election?

Divided States Of America: 26 States Petition To Secede After Re-Election Of President Obama

Coal company fires 150 workers in response to Obama re-election

Blaming Him for Obama's Re-election, Woman Runs Over Husband With Car

Macy's Urged to Dump Trump Line After Anti-Obama Stance

Post-Election, GOP's Immigration Message Evolves

Romney Blames Loss on Obama's 'Gifts' to Minorities and Young Voters

Obama win shows demographic shifts working against Republicans

Why Republicans Are Suddenly Pro-Immigration Reform

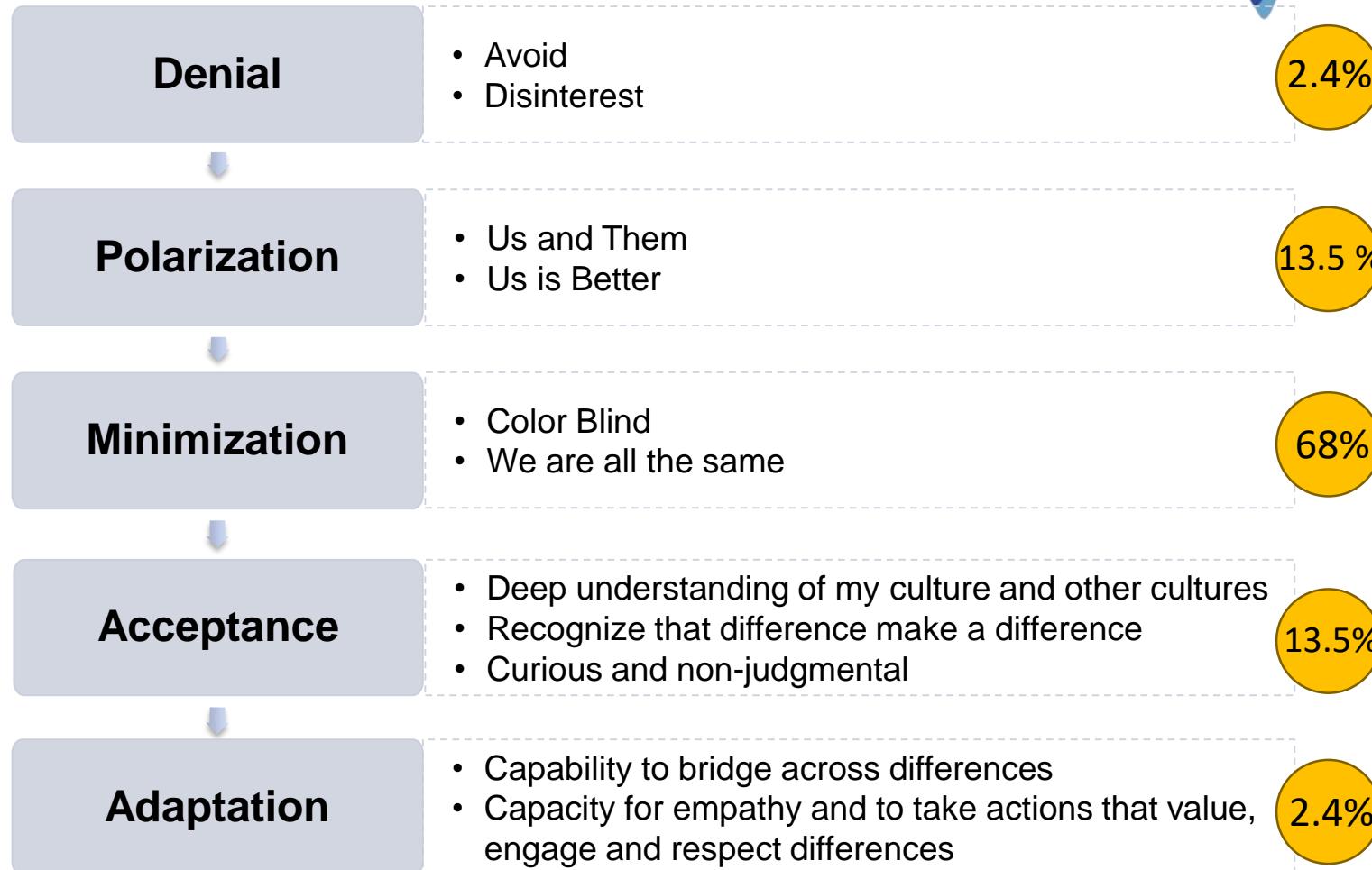
Las Vegas CEO Reportedly Fired 22 Workers Because Of Obama's Reelection

The New Supermajority: Latinos and People of Color

Diversity: The Golden Ticket for President Barack Obama



## Developmental Model of Intercultural Sensitivity



Source: Milton Bennett, Mitchell Hammer

# What Does It Mean to Be Inclusive?

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- 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).

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# Most Organizations Admit They Are Not Inclusive

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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...*

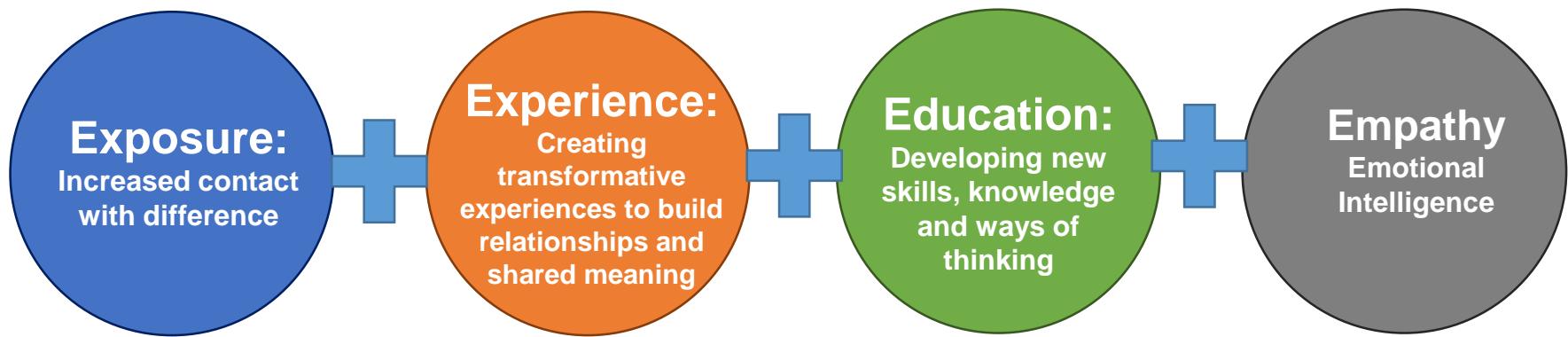
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- Trust has been built
- High level of self-awareness (e.g. blind spots, unconscious bias)
- People will not feel judged or punished
- There is a curiosity to learn more
- Skilled facilitation for team discussions
- Commitment to ongoing learning
-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



# Cultural Competence 4E Model™

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# 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”

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- 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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