



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*
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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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39%
Men

52%
All
Americans

51%
Women

STRESS

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.**

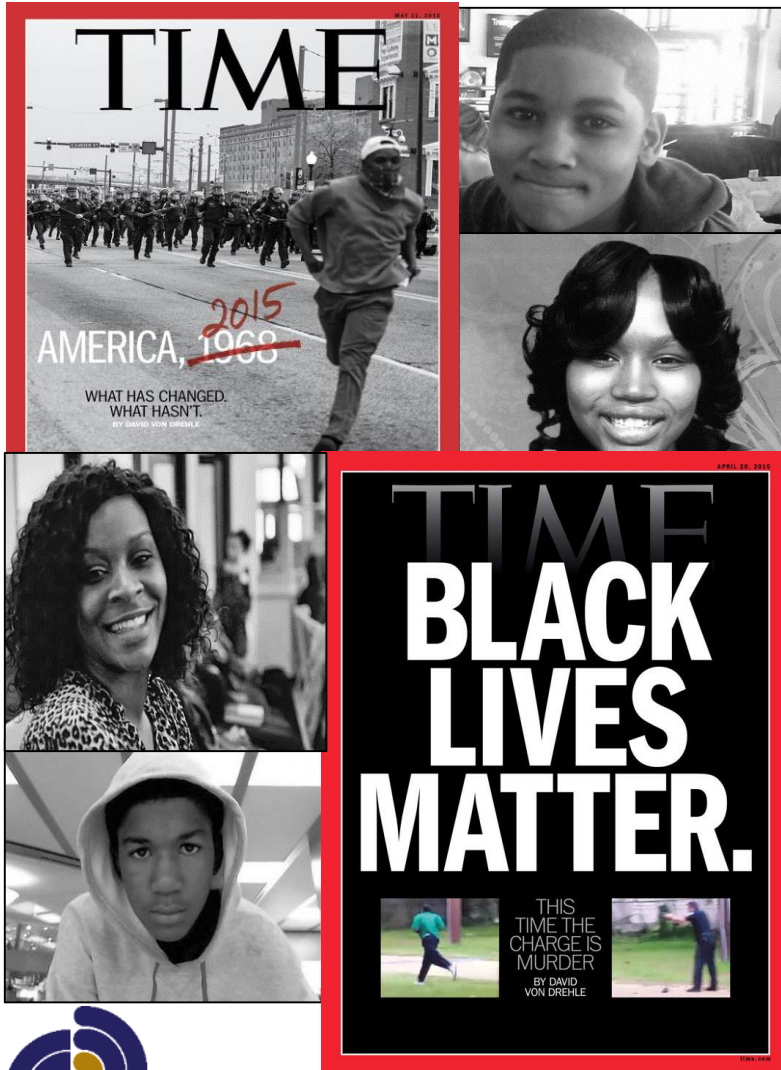


Current State of Inclusion: Race



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.



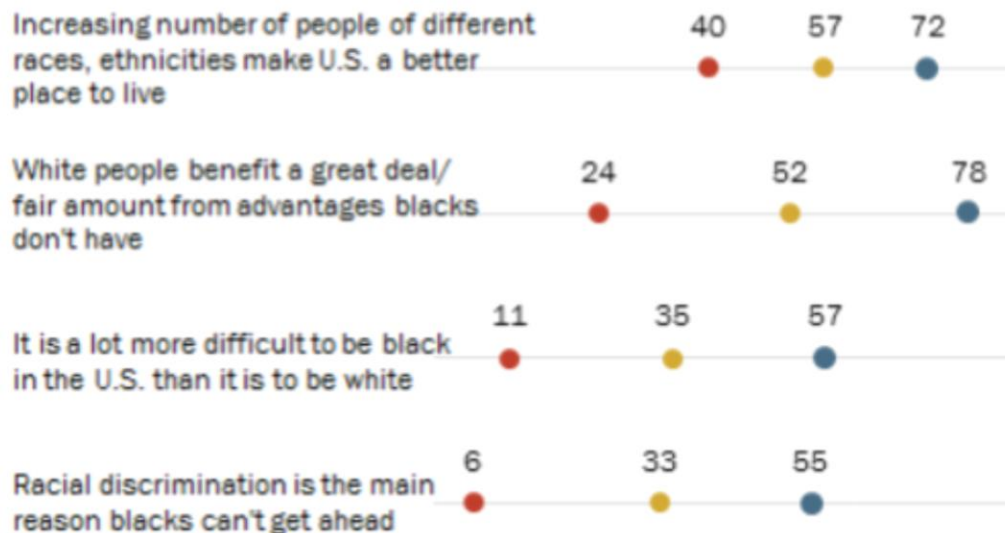
Voters Differ On Opinions About Racial Diversity

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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



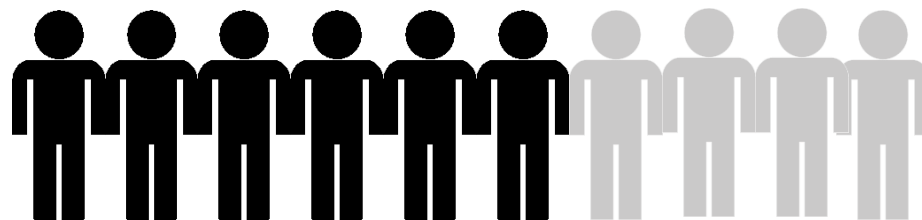
Note: Based on registered voters.

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.

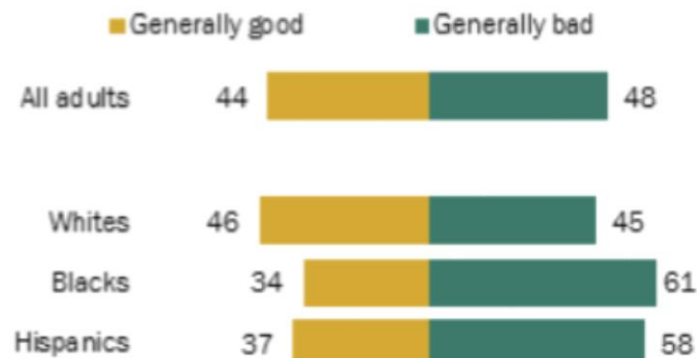


State of Race Relations

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 ...



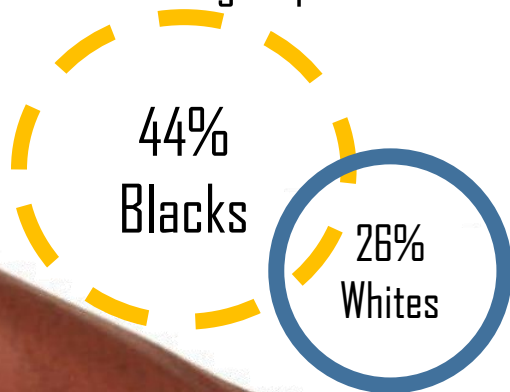
Source: Pew Research Center, June 2016



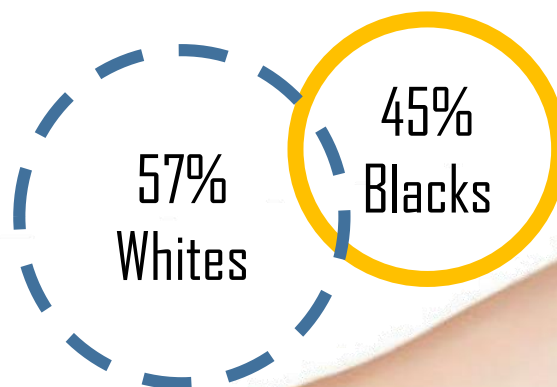
Pew Study- *Differing Perspectives on Improving Race Relations*

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



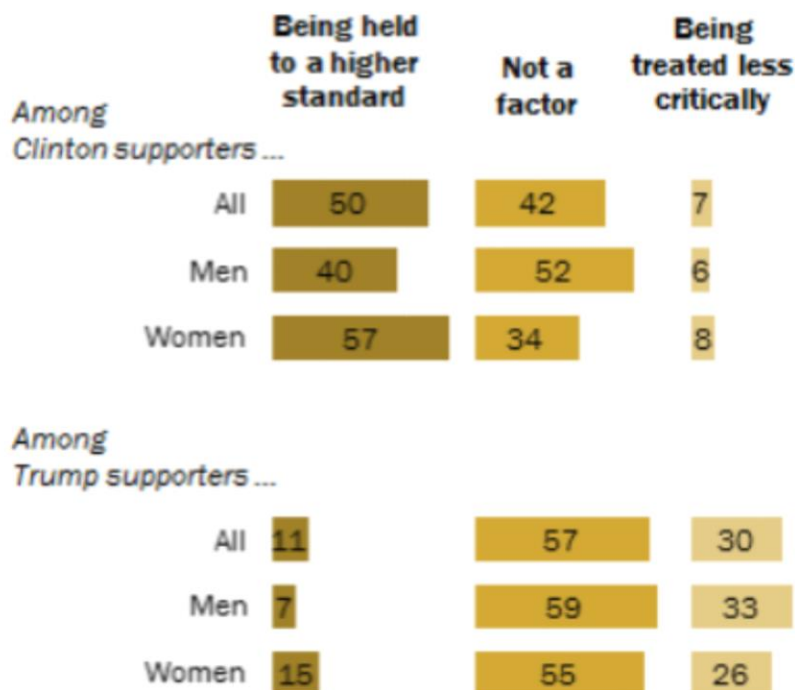
Current State of Inclusion: Gender



Gender Differences in Opinion

Most women who support Clinton say she is 'being held to a higher standard'

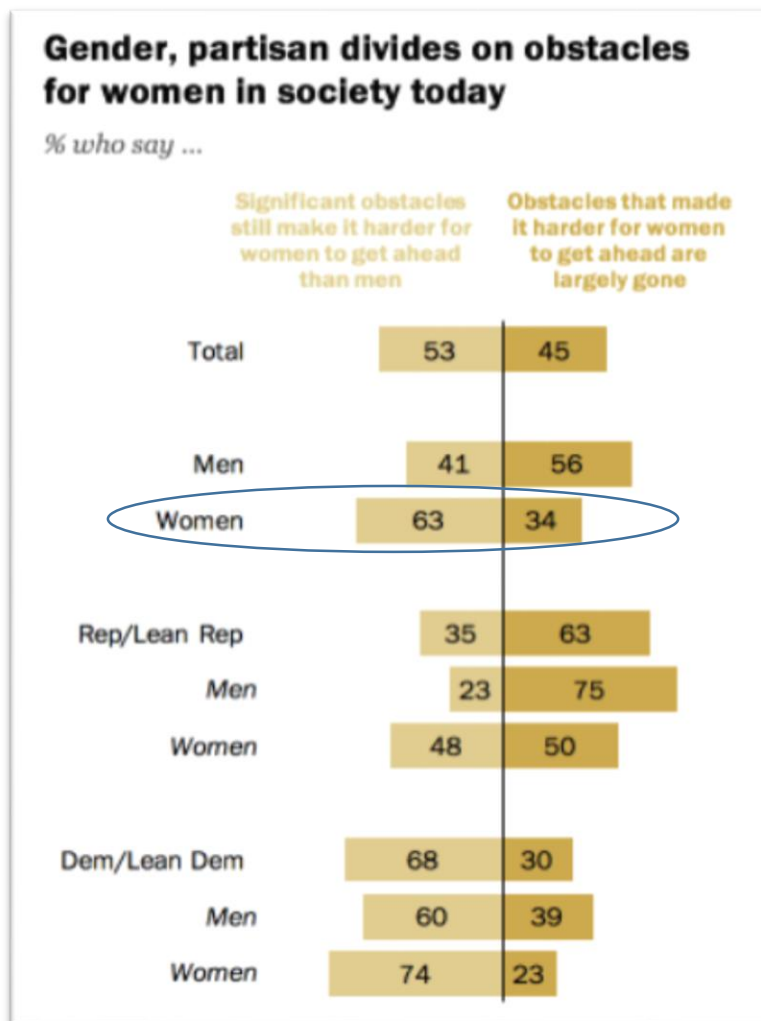
Is Hillary Clinton being held to a higher standard than past presidential candidates because she is a woman, being treated less critically because she is a woman, or is her gender not a factor? (%)



Source: Pew Research, October 2016



Gender Differences in Opinion: Obstacles for Women



Source: Pew Research, October 2016



Current State of Inclusion: Religion

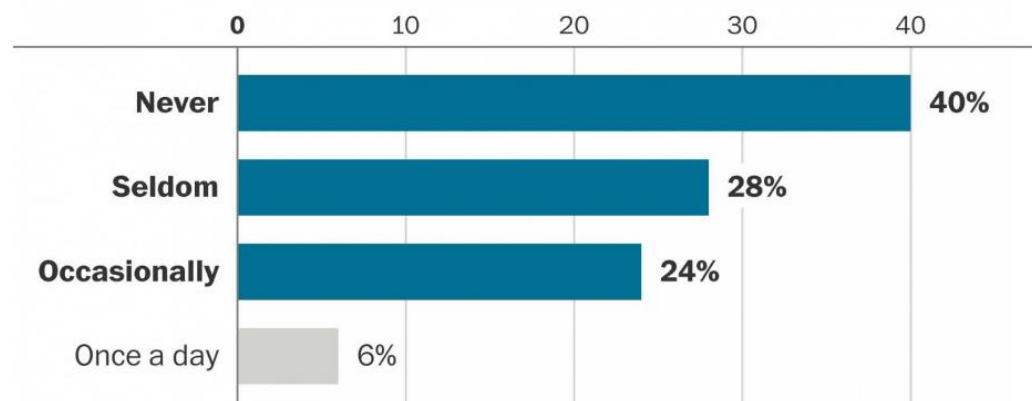


Perceptions of Muslims

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

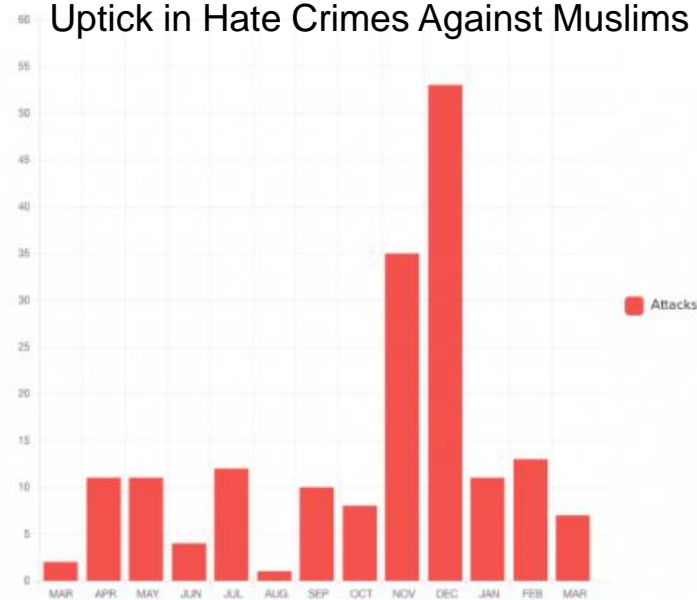


Chart from report showing spike in anti-Muslim attacks in November and December.



Anti-Semitism in the Presidential Campaign



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/794111111)

2:11 PM - 5 Nov 2016

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



Julia Ioffe ✓
@juliaioffe

Follow

.@GideonResnick @OKnox Oh, I thought this one reminding me to swallow my diamonds was from you!

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?

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

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

Obama win shows demographic
shifts working against Republicans

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

Why Republicans Are Suddenly
Pro-Immigration Reform

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

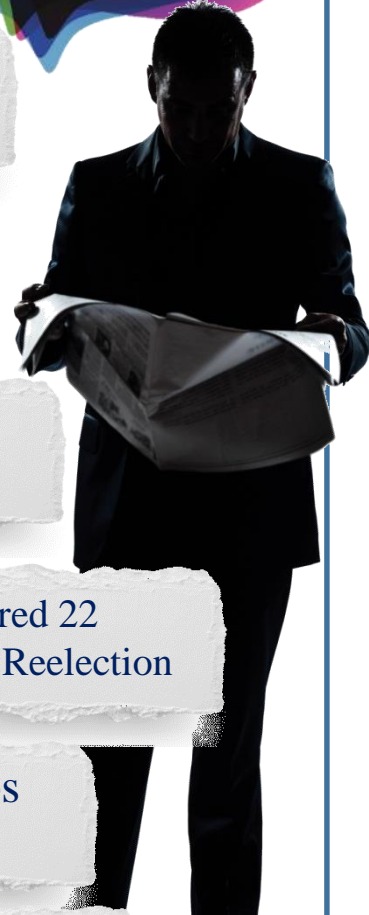
Las Vegas CEO Reportedly Fired 22
Workers Because Of Obama's Reelection

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

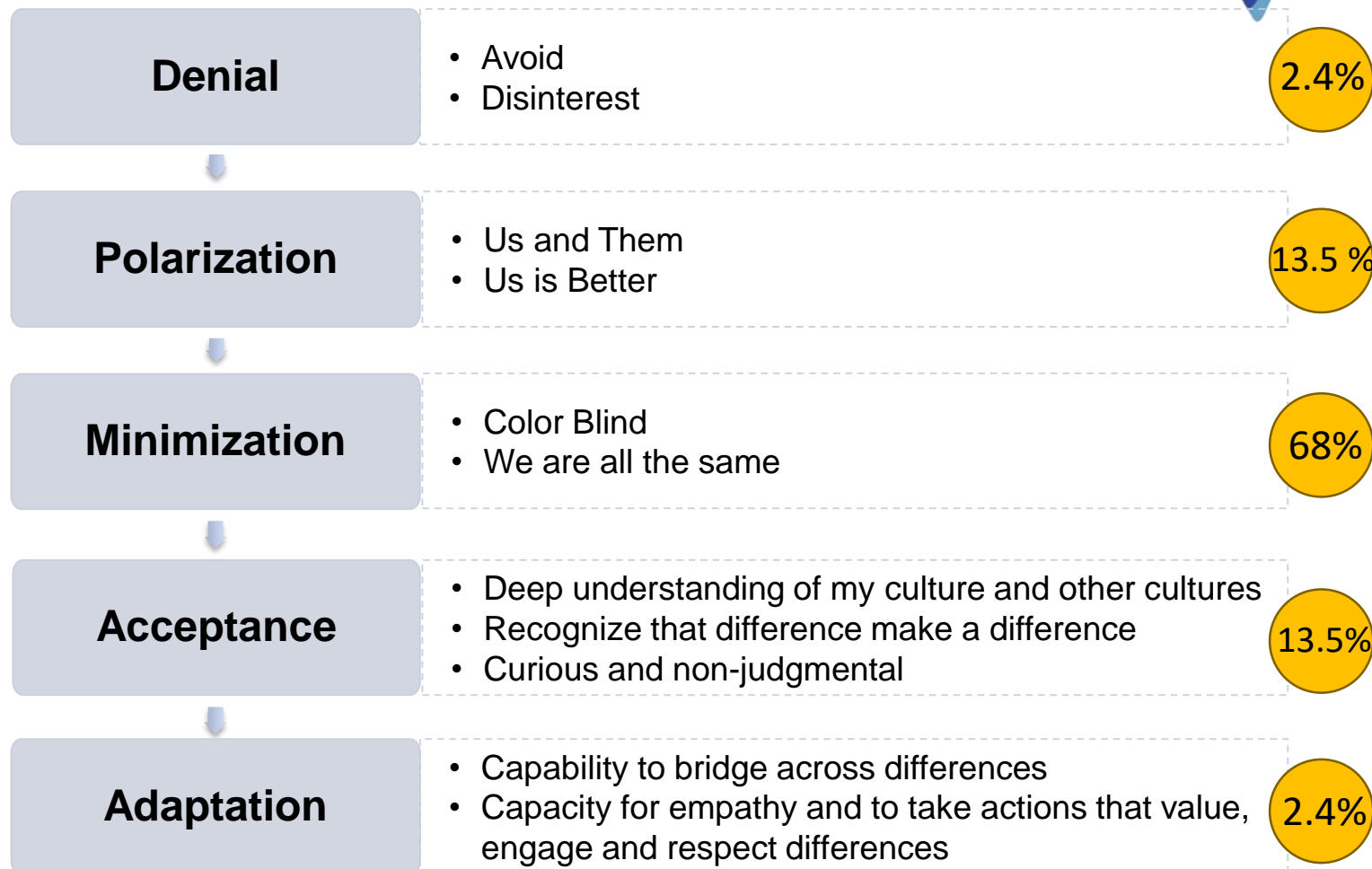
The New Supermajority: Latinos
and People of Color

Post-Election, GOP's Immigration
Message Evolves

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?

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- 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).



Most Organizations Admit They Are Not Inclusive



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...*

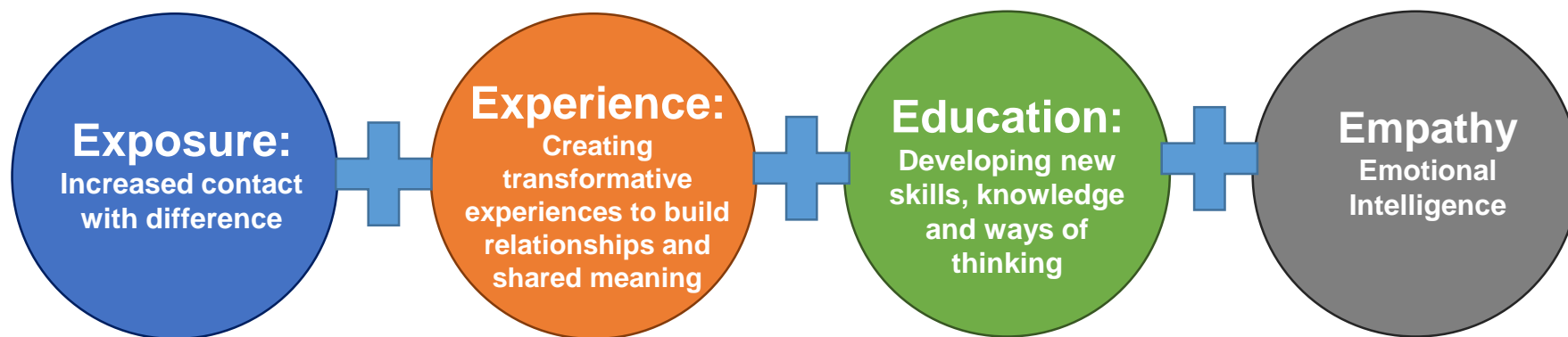


- Trust has been built
- High level of self-awareness (e.g. blind spots, unconscious bias)
- People will not feel judged or punished
- There is a curiosity to learn more
- Skilled facilitation for team discussions
- Commitment to ongoing learning
- Commitment to expand exposure to difference
 - Example,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



Cultural Competence 4E Model™

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Who's In Your World?

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- 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.



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