



diversitytheatre
a presentation of kmr, inc.

www.diversitytheatre.com

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Program

| | |
|--|-------------------|
| Introduction and Disclaimer | Facilitator |
| Sources of Conflict/Hostile Work Environment | Large Group |
| “Complexities” | Diversity Players |
| Audience Interaction | Facilitator |
| “Complexities” Take Two | Diversity Players |
| “People are People” | Diversity Players |
| Audience Interaction | Facilitator |
| Meet the Cast | Diversity Players |

The Cast

| | |
|--------|---------------|
| Cheryl | Cheryl LaMar |
| John | John Robinson |
| Ken | Ken Tepper |
| Shelly | Shelly Urbane |

Facilitator

Alice H. Kennedy

Alice H. Kennedy is President and owner of Kennedy Management Resources, Inc., “Home of Diversity Theatre.” Her current business is providing human resources consultation and diversity workshops by theatre to businesses, schools, and non-profit organizations.

Her business and its mission is to bring challenging, educational and enlightening shows to the community dealing with diverse issues including racism, sexism, homophobia, cultural diversity, and other personal prejudices. Its vision is to create a safe environment for dialogue, learning and understanding about those who are different from us.

Her community involvements include: Chair of the Asian Victims Relief Fund; Advisory Council member to: the Grand Rapids Area Chamber of Commerce Multiracial Association of Professionals, and The Minority Business Council; St. Mary’s Health Care Multicultural Affairs Council, Varnum Riddering, Schmidt, Howlett Diversity Advisory Council; the Delta Strategy; a Steering Committee member to the Grand Rapids Community Foundation’s Communities of Color Initiative; and the Partners for a Racism-Free Community.

Her awards and recognitions include: the Heart of West Michigan United Way **Champion of Diversity**; the Asian Center’s **Amazing Asian**; Warner Norcross & Judd LLP, as a **YWCA's Tribute! Woman of Achievement**; the Greater Grand Rapids Women’s History Council **Legacy Light**.

Kennedy Management Resources, Inc. and Alice Kennedy have been featured in the Grand Rapids Press, Grand Rapids Business Journal, Grand Rapids Magazine, MiBiz West, the Advance Newspaper, Michigan Public Radio, WGUV TV 35 and TV 52, and KQED-FM (San Francisco) *Pacific Time*.

She received her Cornell Certified Diversity Practitioner Certificate May, 2009 and Diversity Management Certificate from the University of Houston, C.T. Bauer College of Business, January, 2008.

http://blog.mlive.com/grpress/2008/02/its_not_my_work_its_who_i_am.html

KMR Theatre Objectives

- Raising awareness of differences, power and privilege.
- Understand the elements of exclusion.
- Recognize unintentional discriminating behaviors.
- Move along the learning & change continuum.
- Bring diversity awareness from the subconscious to the conscious level.

What KMR Diversity Theatre Is:

- An **awareness exercise** to heighten sensitivity to diverse issues.
- It is intended to **create dialogue** among participants for better understanding and communications regarding issues of respect, inclusion, exclusion, prejudice and stereotypes.
- It provides an outlet for **sharing in a safe and non-threatening** environment.
- What you will **see is real** and the scenes are based on events which people/organizations experience.
- It is hard hitting and **there is strong language**. It is not intended to offend anyone and **we apologize up-front to anyone who may be offended**.
- While the subject matters are serious, we hope you will find the show to be entertaining.
- The scenes are intended to be a springboard for post performance discussions.
- We invite you to be active in the group discussions and to share your thoughts and experiences.
- The theatre's overall **purpose is learning so that we may achieve a respectful and harmonious environment**. An environment where every one, regardless of cultural or individual differences, knows that they are respected as a human being.

Self-Assessment

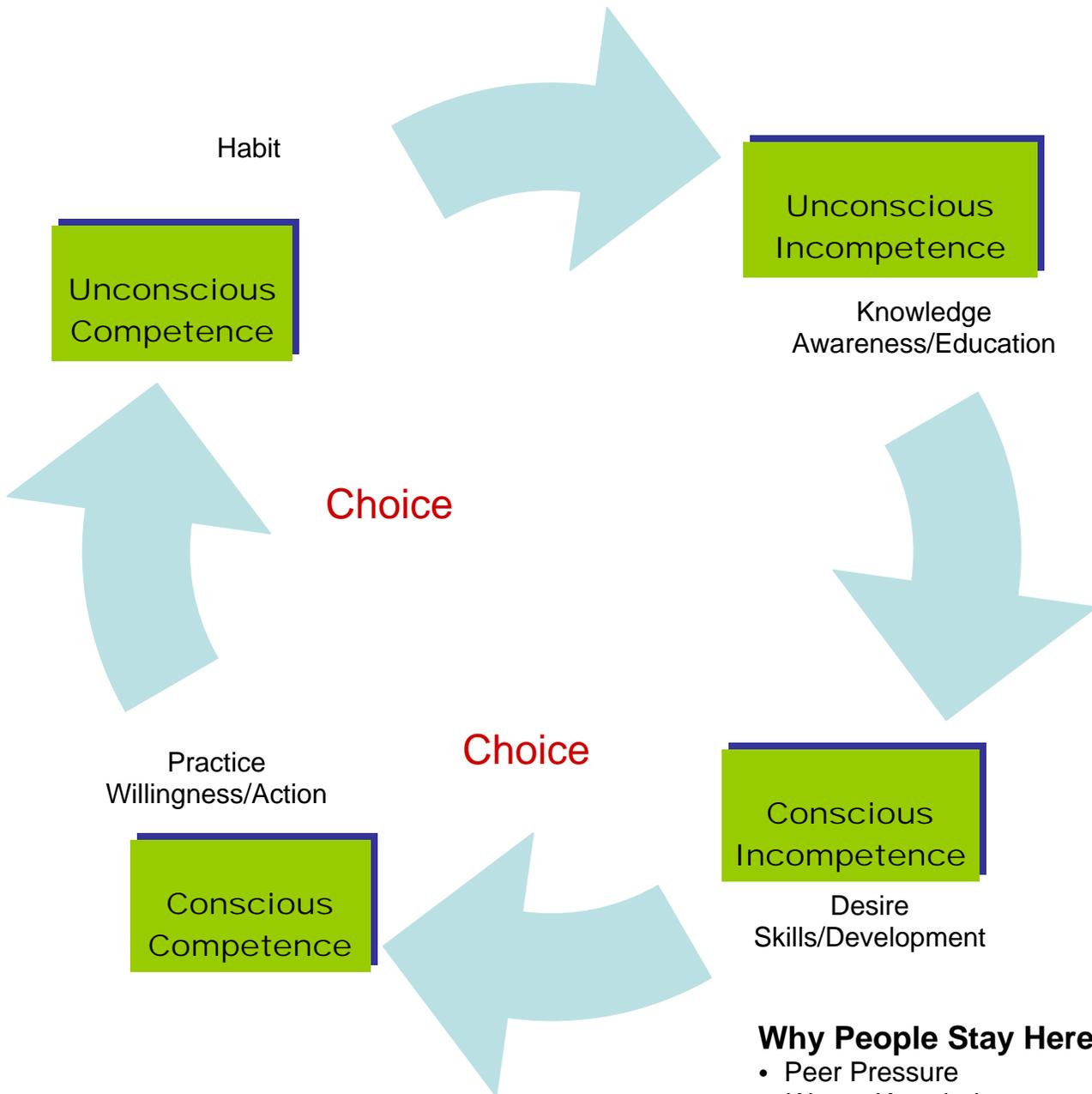
Raising Awareness of Difference, Power, and Privilege

Directions

Answer the following questions by rating your behavior on a scale of 1 (Never) to 5 (Always). Circle the appropriate answer.

| How often do you: | never | always |
|---|-------|---------|
| Interrupt someone who is telling a racial or ethnic joke? | 1 | 2 3 4 5 |
| Read about the achievements of people living with physical or mental disabilities? | 1 | 2 3 4 5 |
| Challenge friends expressing a gender stereotype? | 1 | 2 3 4 5 |
| Write to the media that covers "news" stories with cultural or racial biases? | 1 | 2 3 4 5 |
| Examine your own language for unconscious bias or stereotypes? | 1 | 2 3 4 5 |
| Volunteer your time for a cause you support? | 1 | 2 3 4 5 |
| Donate goods or money to shelters for battered women or homeless people? | 1 | 2 3 4 5 |
| Intervene when a person or group is sexually harassing someone? | 1 | 2 3 4 5 |
| Truly appreciate a friend's differences from you? | 1 | 2 3 4 5 |
| Take the lead in welcoming people of color to your club, job site, or living situation? | 1 | 2 3 4 5 |
| Challenge the cultural expectation of slimness in women? | 1 | 2 3 4 5 |
| Protest unfair or exclusionary practices in an organization? | 1 | 2 3 4 5 |
| Ask a member of an ethnic group different from yours how that person prefers to be referred to? | 1 | 2 3 4 5 |
| Think about ways you belong to oppressor and oppressed groups? | 1 | 2 3 4 5 |
| Identify and challenge "tokenism"? | 1 | 2 3 4 5 |
| Examine your own level of comfort around issues of sexual orientation and sexual practices? | 1 | 2 3 4 5 |
| Educate yourself on social issues of people living with disabilities? | 1 | 2 3 4 5 |
| Open yourself to discussions of different religious beliefs? | 1 | 2 3 4 5 |
| Learn of discriminations and issues faced by mature (aging) population? | 1 | 2 3 4 5 |
| Celebrate your uniqueness? | 1 | 2 3 4 5 |

Learning and Change Continuum



Why People Stay Here

- Peer Pressure
- Wrong Knowledge
- Lack Skills
- Denial
- Unwillingness to Change
- Too Comfortable
- Determinism

Elements of Exclusion

Stereotyping-A Way of Thinking

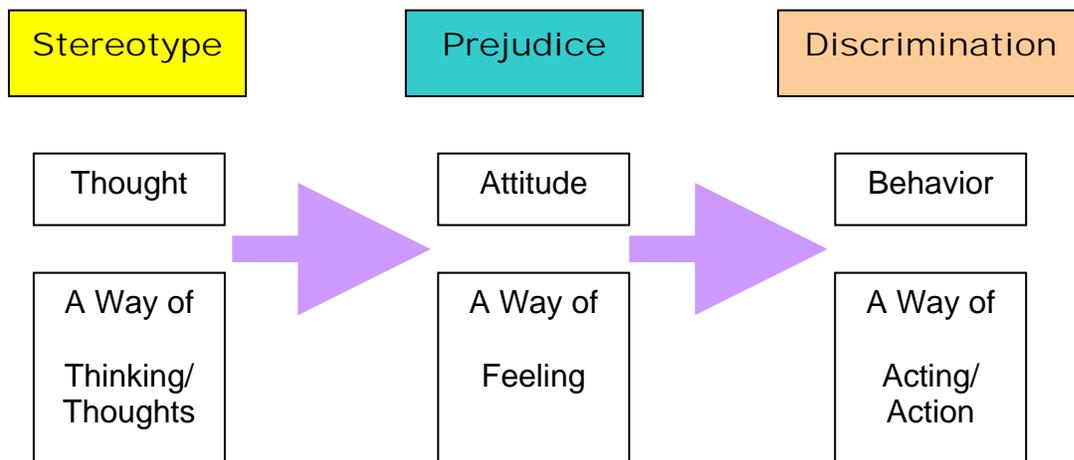
A fixed and distorted generalization made about all members of a particular group.

Prejudice-A Way of Feeling

Judgments made about others that reinforce a superiority/inferiority belief system.

Discrimination-A Way of Acting

Behavior that distinguishes people resulting in unequal treatment.



"Sow a thought, reap an action; sow an action, reap a habit; sow a habit, reap a character; sow a character, reap a destiny."

Charles Reader

Have you exhibited any of these behaviors on the following list?

Discuss one or two items on the list that made an impact on you.

Unintentional Discriminating Behaviors

1. Interrupting or taking over and other condescending behavior.
2. Avoiding contact.
3. Using expressions of too-easy familiarity.
4. Expressing that color is not important, or that there are no differences, thus ignoring the reality and value of diversity.
5. Saying that different ethnic group; religious groups; gays; people living with disabilities; or other groups that are not of the majority group are too sensitive.
6. Using language that is insensitive to people's realities.
7. Using names for people that historically have been considered derogatory.
8. Using language that is racially loaded and stereotypical such as "ghetto blaster," "trailer trash," "redneck".
9. Using phrases to describe behavior that result in negative stereotypes of groups of people such as "going postal," "bible thumping," "Indian giver," "That's so gay," "You're so blonde," etc.
10. Assuming people are foreigners and don't belong.
11. Noticing and commenting on behavior in targeted groups that would not be noticed in the majority groups.
12. Assuming that all people from a particular group are alike and think alike--thus singling out individuals as "representatives" of their group.
13. Attaching certain characteristics to a group such as:
 - a. Jews are all rich and know how to deal with money.
 - b. Euro Americans are insensitive and racist.
 - c. All blind people are deaf too.
 - d. Middle Easterners are all terrorists.
 - e. Fat people are lazy.
 - f. Homeless people are all mentally ill.
14. Paternalistic behavior.
15. Being suspicious and fearful.
16. Assuming non-whites will always welcome inclusion in white society.
17. Laughing at and perpetuating, sexist jokes, racist jokes, religious jokes, blonde jokes, etc., and stereotypes.
18. Suspicion of anyone who does not look the same economic status or class.
19. Not appreciating physical features, which are different than your own.
20. When a person living with disability is with a companion, speaking to his/her companion instead of directly to that person.
21. Insisting on helping when it's not needed or wanted.

What Can One Person Do?

I can be accountable for my behavior in building trust relationships by:

1. Having a positive attitude toward people, even those I may not immediately agree with.
2. Being sensitive to language, jokes, wisecracks and sayings that isolate or degrade people.
3. Withholding judgment of people and taking time to come to more accurate conclusions about them.
4. Respecting others' backgrounds, ideas and opinions.
5. Empathizing with those who feel excluded.
6. Discovering my own prejudices and how I express them.
7. Changing my own attitudes and behaviors that build walls between others and myself.
8. Influencing others to take the same steps in order to break down barriers.
9. Sharing information and stories that build up people and tear down stereotypes.
10. Recognize and understand the importance of "mutual respect."

Knowledge – Action = Nothing

A Quote by Dr. Leo Buscaglia

Approach everyone you meet as an individual with dignity and a life as complicated and mysterious as your own. Discard preconceptions and suspend, even for a moment, the idea that you "know this type". Do these things and perhaps you might learn the most important lesson that love can teach us: that each person is worthy of our love simply because they are human, and begin from there.