

Seriously!?
Do Sign Language Interpreters
Still Need Talk About
Diversity?

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Name any ONE News item that shows the depth of pre-set bias, “ism”



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We ALL come from “Communities”



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**THE DEPTH OF
the
UNCONSCIOUS
EFFECT on Each
of US
From our
Communities
Is the
Proverbial**



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Three Challenges We Unconsciously Face

Community → Inside



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#1.
“The Righteous Mind:
Why Good People Are Divided
BY
Religion and Politics”

by Jonathan Haidt



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“Groupishness”

While our **GROUPISHNESS** is particularly adept at **binding** us to the organizations of which we are a part, it **also sets us against** those who are a part of opposing groups, **and makes it especially difficult for us to identify with them and to appreciate their point of view.**



The end result is...

.... that people not only have opposing viewpoints, but they are often even unable to appreciate (or truly understand) the viewpoints of their rivals.



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ONLY



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#2

Emotional Intelligence

by

Daniel Coleman

Emotions can win out over

- Emotions have the power to **reason** disrupt thinking itself
- Strong emotions have a “short cut” to **turn off** the “thinking/reasoning”
- Emotional memory scans for experience to **connect** what is happening **now**, with what happened in the **past**



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BUT its
SLOPPY
!



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#3

The Case for More Conversation About Diversity and Inclusion

Jeffrey Cufaude. CEO of Idea Architects & Chris Argyris, Former Harvard Business Professor

- *A Person may feel the fundamental **need to be “right”**...protect “self”
- *Perspectives are **Personal and Local**
- *Some will see **“no need”** for discussion



Reality

Respect

Responsibility



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Wherever We are, can we
have the **COURAGE** to ask:

Who is not here?

Why not?

If “they” came, would they
really

“BE” here?



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**Teach Signs?
Let
Signs
Teach Us**



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Grant me the serenity
To accept the ones
I cannot change,

The courage to change
the one I can;

And the wisdom to know
It's me



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