



FOGBREAK
Education for Justice

Humanity: What Planning Commissioners can do as Community Leaders for Equity and Inclusion

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Gratitude

Today, I am grateful for...

I'm am thankful to my community for...

"The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant."

-Max DePree, Businessperson and author of *Leadership is an Art*

“Diversity, Equity and Inclusion” are buzzwords.

Our humanity is real. We share many values and goals with our community.

Great leaders treat community members humanely and create social connection with those they serve.

- Shanti Brien, co-Founder of Fogbreak

Roadmap for today

- Part 1: The Humane and the Inhumane
- Part 2: Environments and Inhumanity
- Part 3: Humanity through small behaviors
- Part 4: Shared Values Connect Us
- Part 5: Humanity-centered Leadership: Engaging with your community to create connections

Part 1: The Humane and Inhumane

WHAT DO YOU SEE?





WHAT DO YOU SEE?

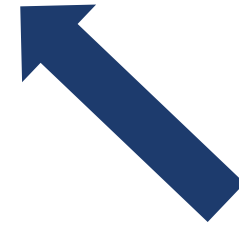
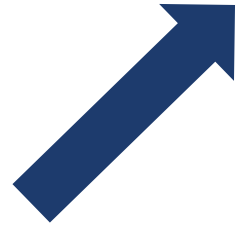
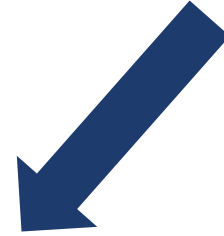
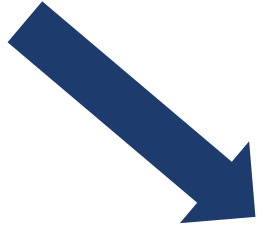
UNREST

HATE

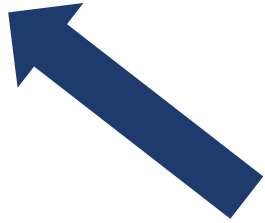
THE PROBLEM

TRIBALISM

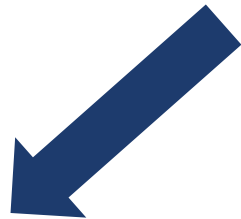
STRESS



WHAT DO YOU SEE?



THE
●
SOLUTION



Defining Our Terms

Humane

adjective

1. characterized by tenderness, compassion, and sympathy for people and animals, especially for the suffering or distressed
2. acting in a manner that causes the least harm to people or animals:

Defining Our Terms

Inhumane

adjective

1. not humane; lacking humanity, kindness, compassion, etc.
2. lacking qualities of sympathy, pity, warmth, compassion, or the like; cruel; brutal:

“If only it were all so simple! If only there were evil people somewhere insidiously committing evil deeds, and it were necessary only to separate them from the rest of us and destroy them. But the line dividing good and evil cuts through the heart of every human being. And who is willing to destroy a piece of his own heart?”

— Aleksandr Solzhenitsyn,

“If better is possible good is not enough.”

Part 2: The Environment: *Seeing Human Psychology in the Humane and Inhumane*

THE INHUMANE:

Environments



- Milgram's Study
- Stanford Prison Experiment



- Milgram's Study
- Stanford Prison Experiment



Environment IS VISIBLE AND INVISIBLE

Environment is

- Culture
- Norms
- Social Media etc



SMALL CONCESSIONS

Frogs boiling in the water



Part 3: Humanity through small behaviors

Humans act to exclude.
Great leaders fight to
include.

-Dan Mulhern, Everyday Leadership

THE HUMANE: *Small Activism*

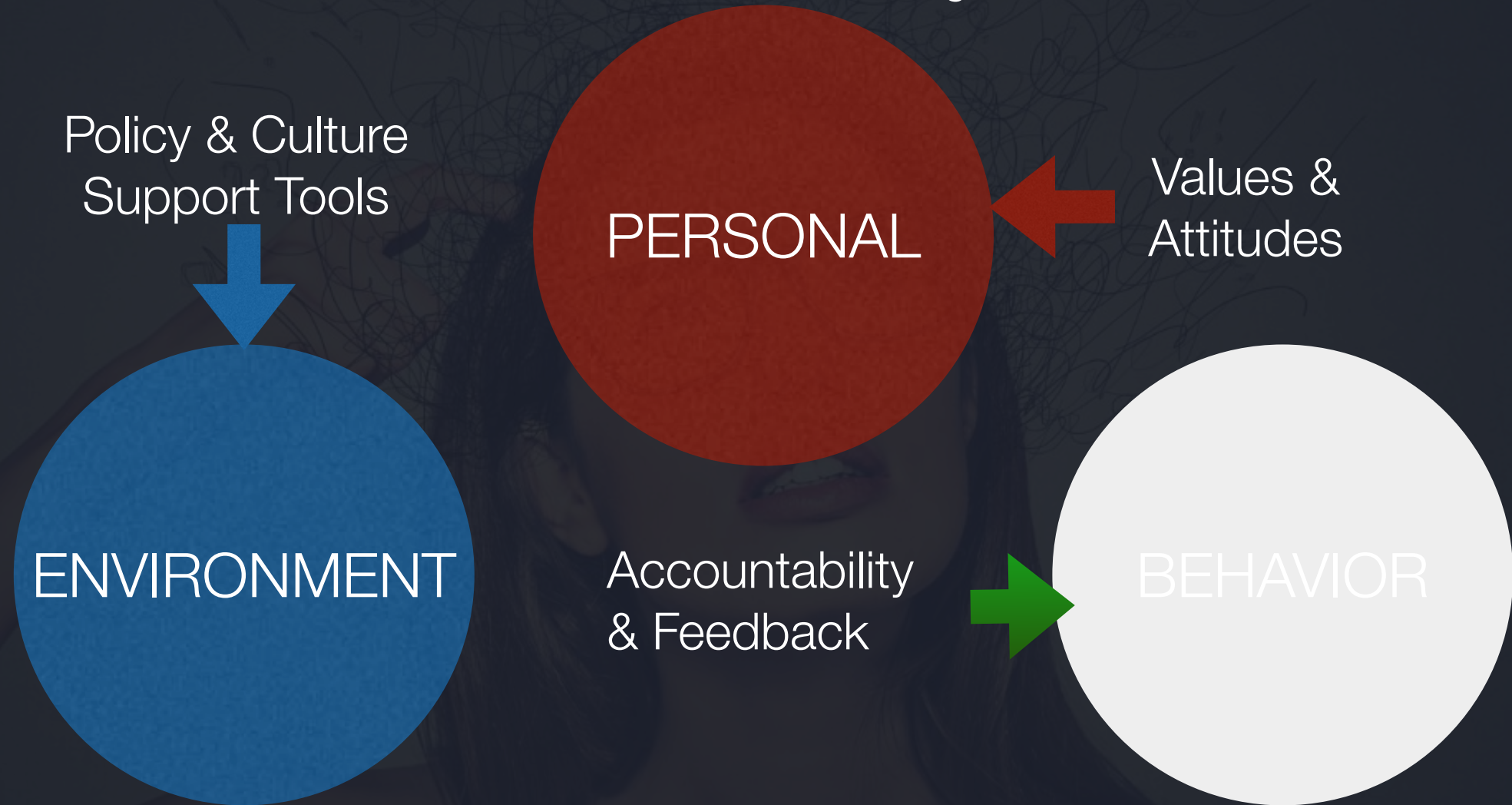


ACTIVE HUMANITY MUST BE VISIBLE BEFORE IT CAN BE INVISIBLE

- Upstanding
- Policy
- Culture
- Personal behaviors

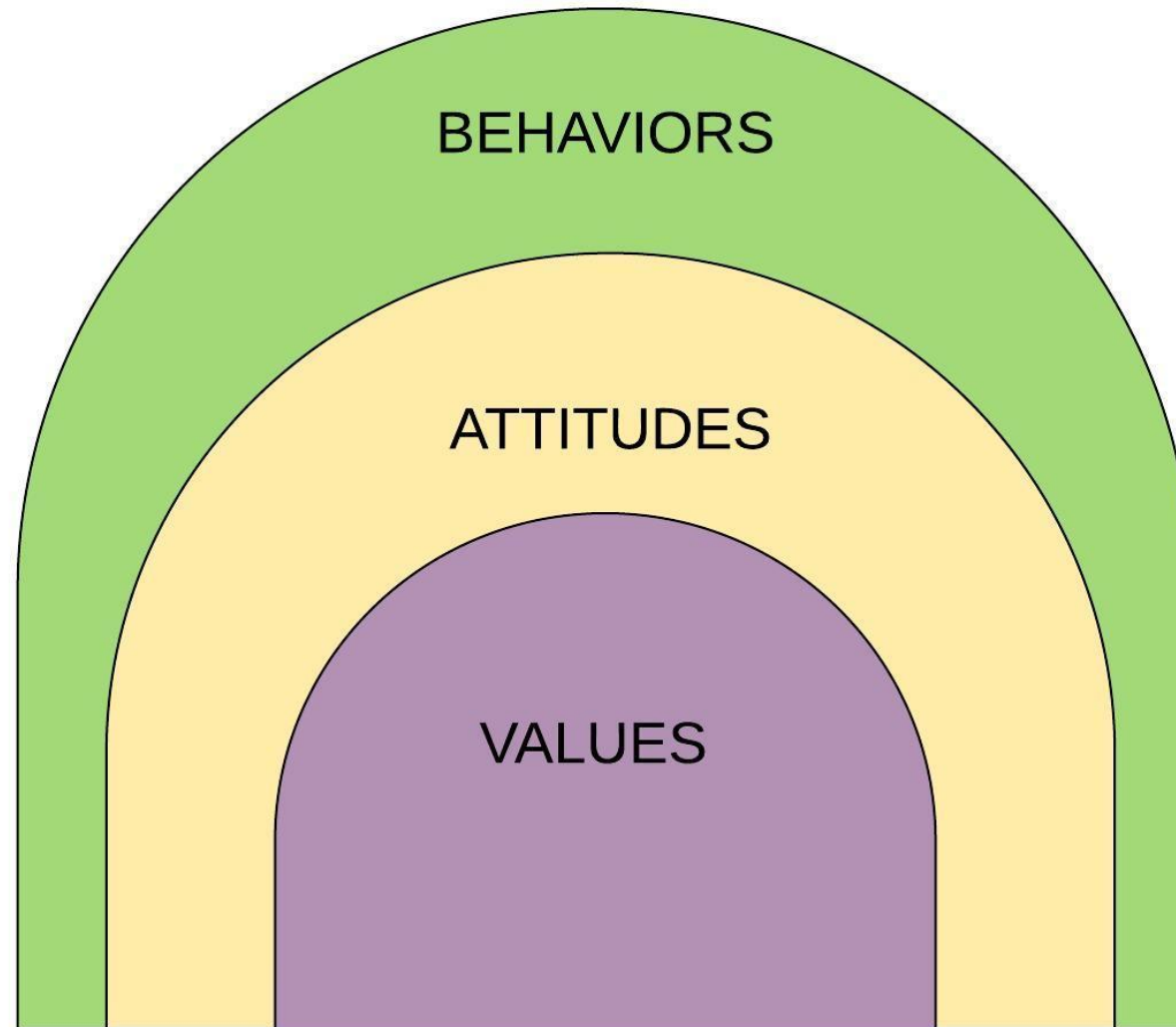


Changing Behaviors For Humanity



Part 4: Shared Values Connect Us

Getting Personal



VALUES AND INTERNAL MOTIVATION



EXTERNAL
Motivation



INTERNAL
Motivation



VALUES

Adventure

Arts

Authenticity

Acknowledgement

Beauty

Boldness

Caring

Compassion

Community

Creativity

Curiosity

Dedication

Determination

Diversity

Empathy

Excellence

Fairness

Faith

Fame

Family

Friendship

Freedom

Generosity

Growth

Happiness

Honesty

Humor

Influence

Individuality

Inner Harmony

Joy

Loyalty

Meaningful work

Passion

Peace

Pleasure

Optimism

Open-mindedness

Professionalism

Recognition

Religion

Reputation

Safety

Security

Service

Spirituality

Success

Wisdom

Other

SHARING PERSONAL VALUES

- Get into pairs
- 2 minutes each
- Share your Top 3 values
- Define them. What do they mean to you?

Recognizing Shared VALUES

- In your whole table or groups of 4-5
- Each share your Top 3 values and their definitions
- What are the commonalities? Find three that you all share (may need to come up with new terms)



What is your **vision** for a thriving community?

or

If your Commission did an **extraordinary** job, what would your community look like and feel like to live in?

POSITIVE TENSION MODEL

To Get to Point B...

You must know Where Point A is.

Point A is neither good nor bad. It's reality.

The Vision pulls you towards its achievement.



CLARIFYING YOUR PURPOSE AS A PLANNING COMMISSIONER

Who are you? (Name and role)

What do you love to do in your work? (teach, create, talk, connect, what are you qualified to teach other people?)

Who do you do it for?

What do those people want or need?

How do they change as a result?

THESE ARE YOUR NORTH STARS

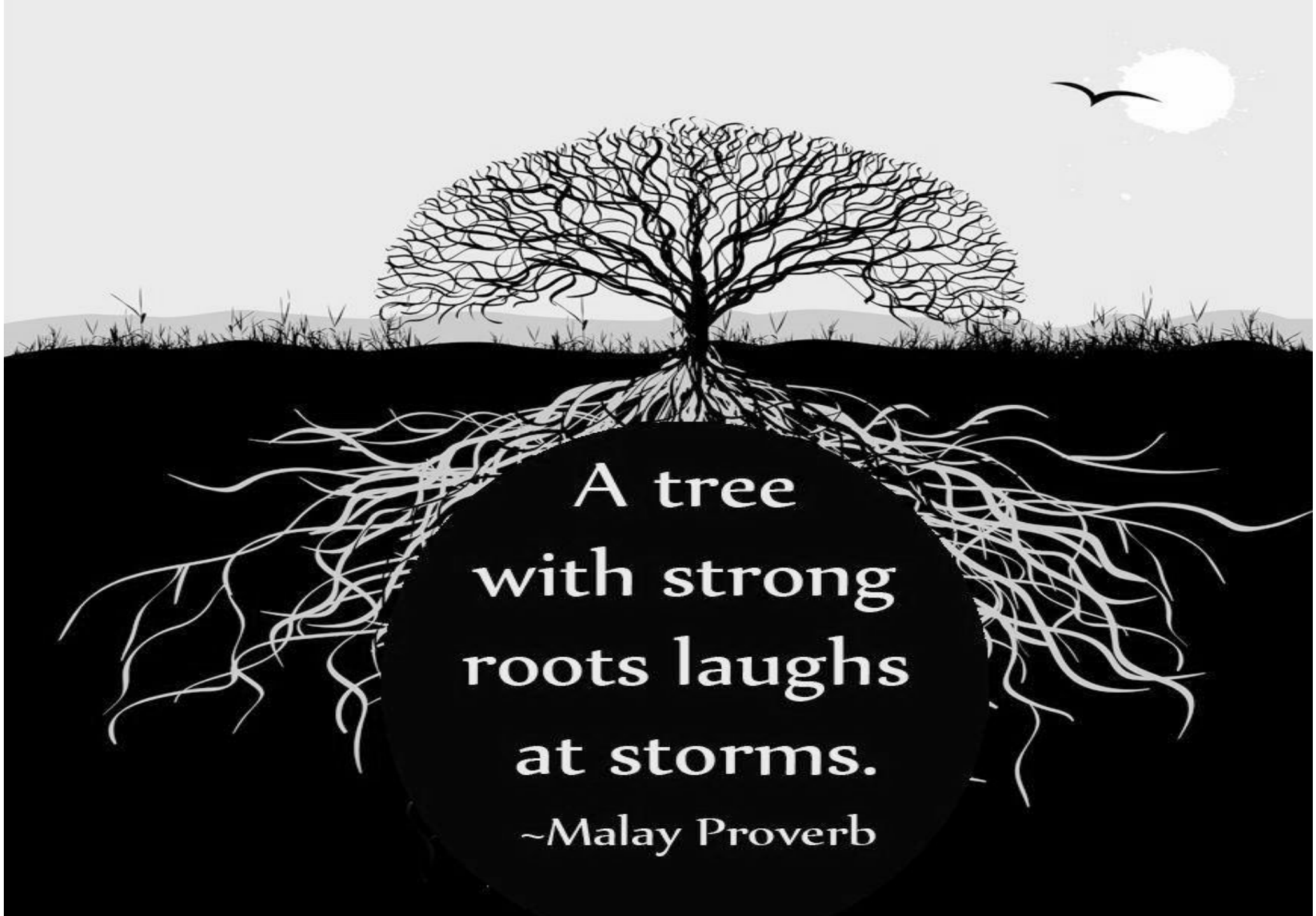


Does what I'm doing align with my purpose?

Are my decisions and behaviors reflecting my values?

What changes need to be made to align?

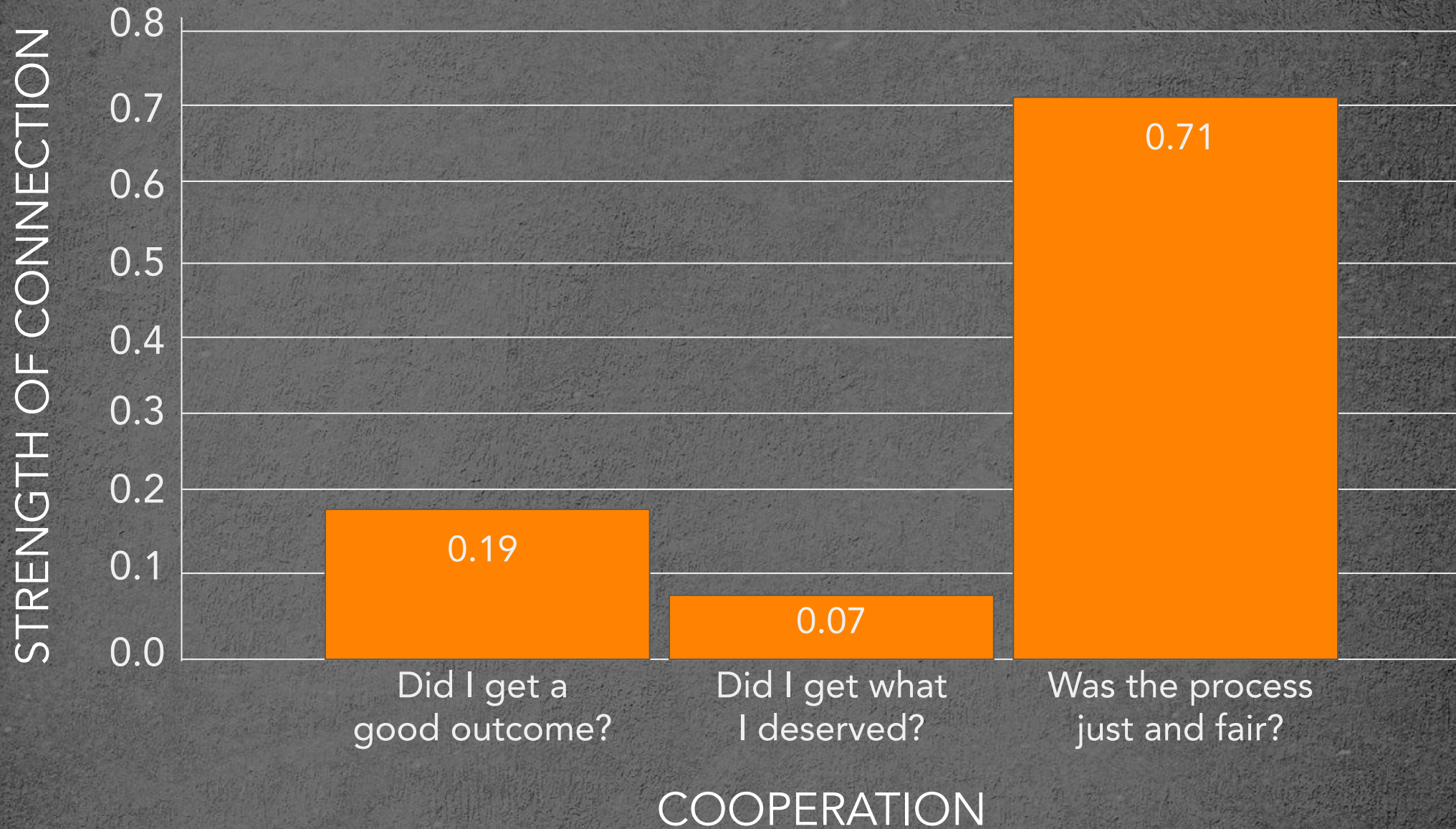
Part 5: Humanity-centered Leadership: Engaging with your community to create connections



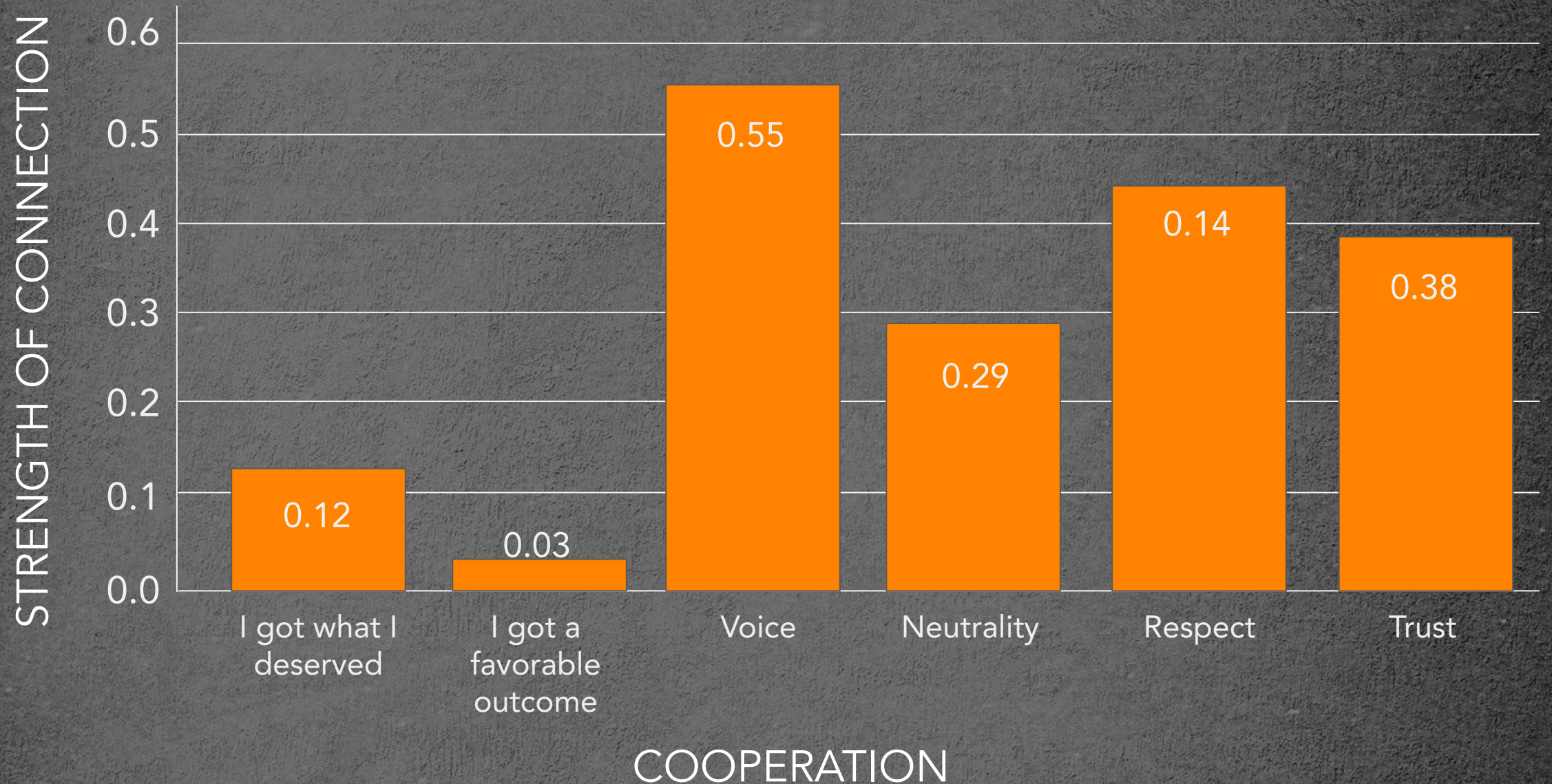
A tree
with strong
roots laughs
at storms.

~Malay Proverb

Science of Procedural Justice



Science of Procedural Justice



VOICE

Giving people the opportunity to tell their
story

RESPECT

NEUTRALITY

Make Fair Decisions
Reduce the impact of implicit bias

TRUST BENEVOLENCE

Evidence of listening & Good explanations

Evidence of Listening



Good Explanations



Commit

Write down two commitments

Turn to your neighbor and share one





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Education for Justice

Planning commissioners are leaders

You serve diverse communities and on diverse commissions. You can choose humanity.

Your everyday decisions and behaviors—when done from your values—create inclusive and thriving communities.

I learned that...

I re-learned that...

I am disappointed that...

I am surprised that...

I committed to...

Thank you