

# Intersectionality and Cultural Capacity

Trainer: Andre Koen

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1:00 p.m.-3:00 p.m.



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## Outcomes/Objectives

1. Participants will be able to identify and describe Intersectionality with partners, co-workers and clients.
2. Participants will have practical ideas of how to implement an understanding of Intersectionality into their strategies and case plans.

# Key Takeaways

1. Ensure that participants understand and can identify Intersectionality.
2. Ensure that participants can identify the types of Intersectionality that “at-risk youth” typically experience.
3. Ensure that participants can use their understanding of Intersectionality to tailor strategies to individual clients.

# Key Questions:

1. What is Intersectionality and how does it compare to the traditional understanding of Cultural Competence v Cultural Responsiveness?
2. How does Intersectionality manifest itself in highly vulnerable populations?
3. How does Intersectionality affect how a client accesses resources?
4. How does one implement an understanding of Intersectionality with trauma informed, youth centered work?

# Trauma Informed Responses

**Journey Oriented:** Interact with youth to help them understand the interconnectedness of past, present, and future as they decide where they want to go and how to get there.

**Trauma- Informed:** Recognize that most homeless youth have experienced trauma; build relationships, responses, and serves on that knowledge.

**Non Judgmental:** Interact with youth without labeling or judging them on the basis of background, experiences, choices or behaviors.

**Harm Reduction:** Contain the effects of risky behavior in the short-term and seek to reduce its effects in the long-term.

**Trusting Youth-Adult Relationships:** Build relationships by interacting with youth in an honest, dependable, authentic, caring and supportive way.

**Strength-Based:** Start with and build upon the skills, strengths, and positive characteristics of each youth

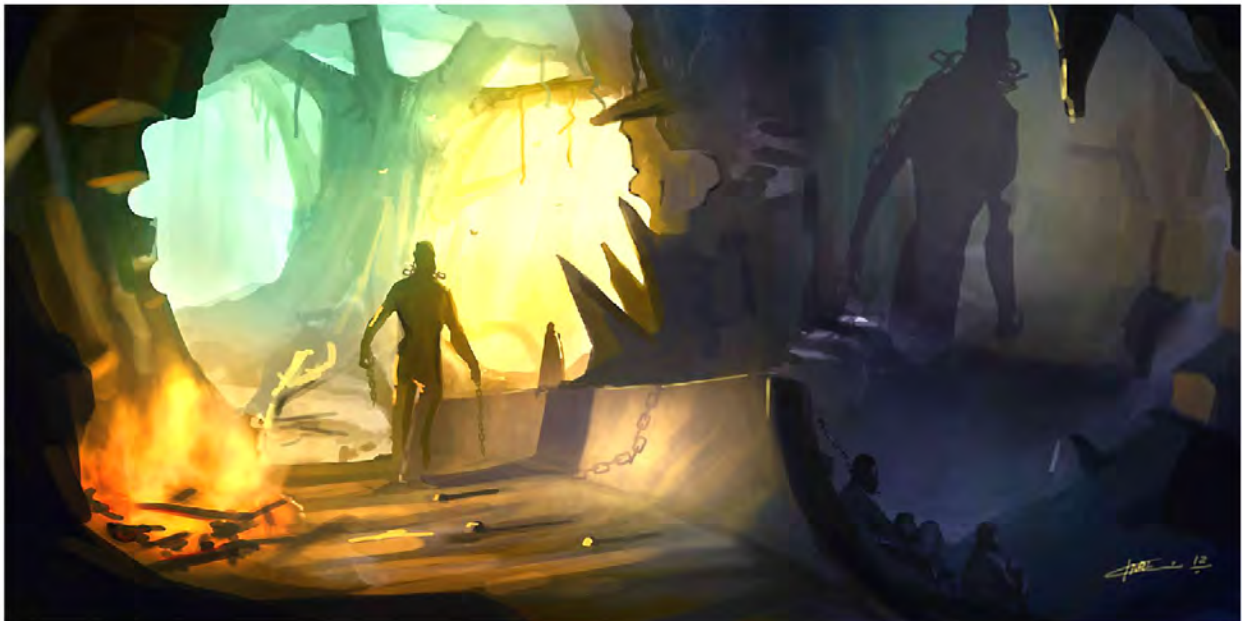
**Positive Youth Development:** Provide opportunities for youth to build a sense of competence, usefulness, belonging and power.

**Holistic:** Engage youth in a manner that recognizes that mental, physical, spiritual, and social health are interconnected and interrelate

**Collaboration:** Establish a principles-based, youth-focused system of support that integrates practices, procedures and services within and across agencies, systems and policies

# Allegory of the Cave

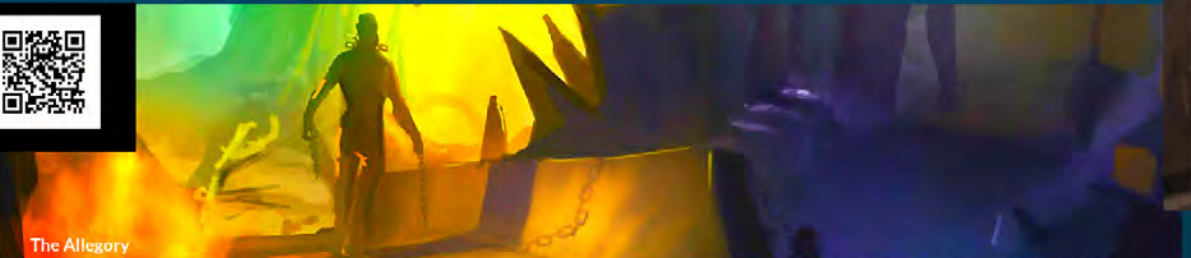
## CAVE



# THE CAVE

READING...

THE CAVE >>>>



## The Allegory

Imagine prisoners chained since childhood deep inside a cave. Not only are their limbs immobilized by the chains, their heads are as well so that their eyes are fixed on a wall. Behind the prisoners is an enormous fire, and between the fire and the prisoners there is a raised way, along which men carry shapes of various animals, plants, and other things. The shapes cast shadows on the wall, which occupy the prisoners' attention. Also, when one of the shape-carriers speaks, an echo against the wall would cause the prisoners to believe that the words come from the shadows. The prisoners engage in what appears to us to be a game—naming the shapes as they come by. This, however, is the only reality that they know, even though they are seeing merely shadows of images.

Suppose a prisoner is released and compelled to stand up and turn around. His eyes will be blinded by the firelight, and the shapes passing will appear less real than their shadows. This would no doubt cause the prisoner confusion, fear and anger. Suppose then, that he is dragged up out of the cave into the sunlight, his eyes will be so blinded that he will not be able to see anything. At first, he will be able to see darker shapes such as shadows, and only later brighter and brighter objects. The last object he would be able to see is the sun, which, in time, he would learn to see as that. Understanding what the sun is would require the freed person to learn and experience new things in this new universe.

Once thus enlightened, so to speak, the freed prisoner would no doubt want to return to the cave to free "his fellow bondsmen." Descending back into the cave would require that the freed prisoner's eyes adjust again, and for a time, he would be inferior at the ludicrous process of identifying shapes on the wall. The freed person would no doubt tell the captives of his experiences outside the cave. His descriptions and language would be difficult for them to interpret and understand, this would cause, confusion, fear and anger in them as he did experience. Many of the prisoners would not want to be freed. His attempts to free them would make his fellow prisoners murderous toward him and anyone who would attempt to free them.



THE CAVE >>>>

CAVES  
SHADOWS  
ECHOS  
FIRE  
LIGHT/DARKNESS  
THE SUN  
PRISONER/FREE PERSON

# SHADOWS & ECHOS

THE CAVE >>>>

# BLIND

# SPOT

THE CAVE >>>>

## TRIGGER WARNING

No one was harmed in this demonstration.

ECHOS/SHADOWS >>>>



THE CAVE >>>>

SUN

THE CAVE >>> LIGHT/DARKNESS

FREE

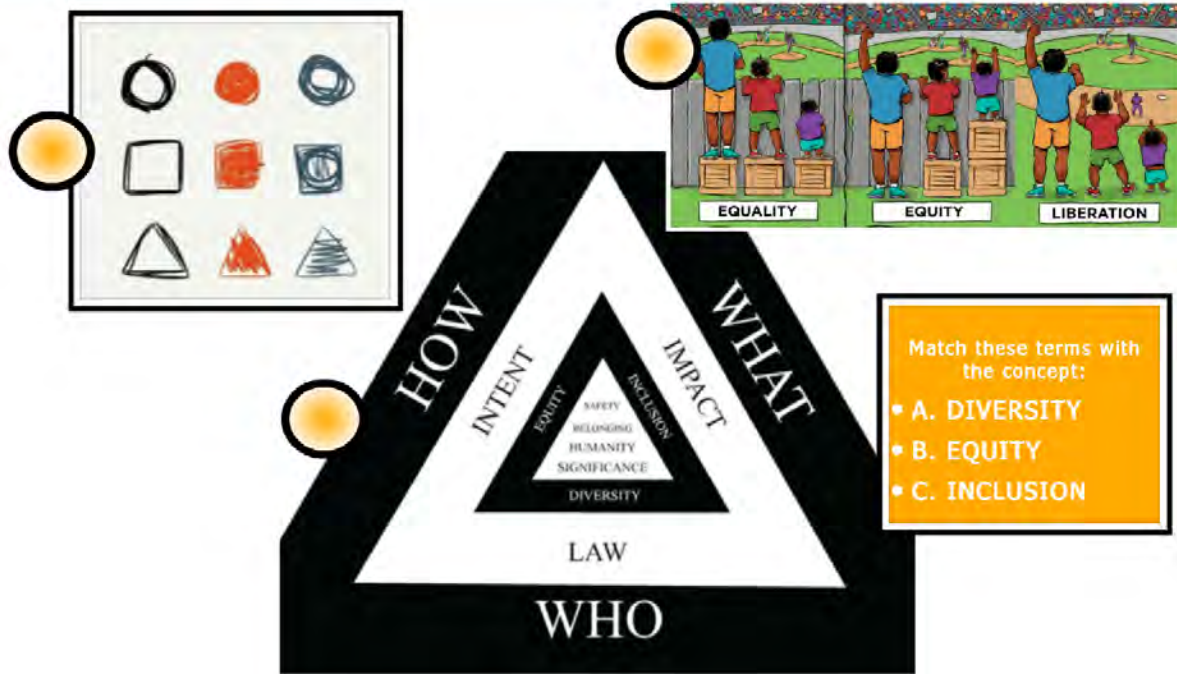
THE CAVE >>> PRISONER/FREE PERSON

# Critical Race Theory

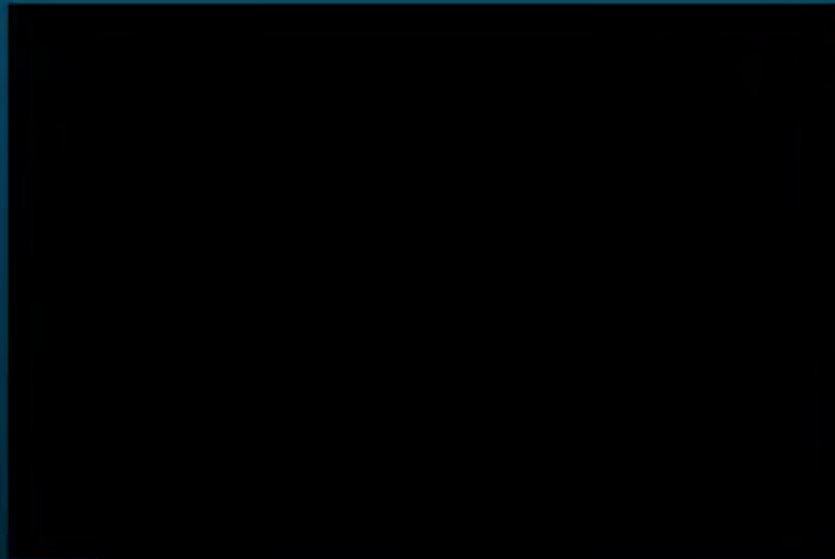
Understanding People and Power

# POWER & PEOPLE

## POWER: Who has it?



# POWER: What is it Good for?



23

What do they want?

**TRUTHS**

**HUMANS CAN LEARN, CHANGE, AND GROW**

PEOPLE DO WHAT THEY THINK WORKS

**ALL BEHAVIOR IS GOAL DIRECTED**

ATTITUDE IS A REACTION TO GOALS

**SIGNIFICANCE BELONGING SAFETY**

Reactive **GOAL** Proactive

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# What is RACE?

How many are there?

## 3 Things to know about

# RACE

Modern Concept.  
Not Biological.  
Racism is Real.

### Biological? Geo-Political? Econ-Political?



# What is RACE?

# AMERICA MADE ME BLACK



I was not born Black: Video Lecture



### Hispanic or Latino

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

### American Indian or Alaska Native

A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

### Asian

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

### Black or African American

A person having origins in any of the black racial groups of Africa.

### Native Hawaiian or Other Pacific Islander

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

### White

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

# RAACIAL

Modern Concept.  
Not Biological.  
Whiteness is not equal.  
Racism is Real.

## Australia 2001 Census

### Are you of Aboriginal or Torres Strait Islander origin?

If you are of both Aboriginal and Torres Strait Islander origin, mark both 'Yes' boxes.

- No
- Yes, Aboriginal
- Yes, Torres Strait Islander

### What is your ancestry?

Provide more than one ancestry if necessary.

- English
- Irish
- Italian
- German
- Greek
- Chinese
- Australian
- Other

## Brazil 2000 Census

### Choose your race:

- White - branca
- Black - preta
- Yellow - amarela
- Brown - parda
- Native, aboriginal - indigena
- Undeclared

## Canada 2001 Census

### Are you an Aboriginal person, that is, North American Indian, Metis or Inuit (Eskimo)?

If "Yes", check the box(s) that best describe(s) you now.

- No, >Continue with the next question
- Yes, North American Indian
- Yes, Métis
- Yes, Inuit (Eskimo)

### Are you:

Ctrl Click more than one if applicable

White  
Chinese

### Are you a member of an Indian Band/First Nation?

- No
- Yes, member of an Indian Band/First Nation

### Are you a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada?

- No
- Yes, Treaty Indian or a Registered Indian





Watch Sloth and heathen Folly  
Bring all your hope to nought.

## White Hegemony White Man's Burden White Privilege White Supremacy

### Definition of HEGEMONY

- 1: preponderant influence or authority over others : domination
- 2: the social, cultural, ideological, or economic influence exerted by a dominant group

I am a  
WHITE man.

And you don't see my color before you're my foe. You don't judge me. Before you know it you don't FEEL as if I don't belong here. I stay out of your way.

What you do is worse. You give me better jobs, better pay, better treatment and a better chance all because of the way I am. I am a white man and you don't even know you're doing it.

That's UNFAIR.

If you see racism, SPEAK UP. Break the silence.

UNFAIR:  
ALMOST HAD IT RIGHT.

00:14:24:09

This model is being used for illustrative purposes only.



## White Supremacy

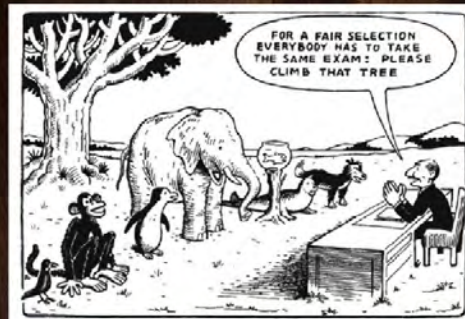
### Definition of White Supremacy

- Scarcity:** The Pie is only so big
- Fear:** They want my piece, losing my piece
- Whiteness:** Normal & should determine who and what pieces people get

## White Hegemony

### Definition of HEGEMONY

- 1: preponderant influence or authority over others : domination
- 2: the social, cultural, ideological, or economic influence exerted by a dominant group





## SPIRIT

What do you think this spirit is?

## BODY

Why is physical health important?

**SPIRIT + BODY = HUMAN SOUL**

# HUMAN SOUL



# HUMAN SOUL

**BARRIERS TO MY HUMANITY**

**OBSTACLE ILLUSIONS**

**TRICK-KNOLOGY**

**DE-HUMANIZE (-ED, -ING)**

**RACE CONCEPT**

**GENDER ROLES**

**POVERTY**

# POWER:

- > Define
- > Create
- > Exist

Power: the ability to do work

- Social Tools: Money, Access, Goods, Jobs, Services
- Personal Yearnings: Define, Create, Promote
- Motives: Safety, Significance and Belonging



## defining oppression

### oppression:

- A condition that imposes a specific mindset with respect to oneself, the world and the exigencies of daily living.
- Ideologically, the mindset is self-reinforcing.
- Functionally, its corresponding behaviors are self-perpetuating.
- This mindset has different psychological and material consequences for dominant and subordinate groups.
- These circumstances create oppositional interdependence between them.

### oppression as Dominance

A condition of being able to define others by reference to your own identity; and having the power to impose your definition of reality on them. A condition of accruing privilege through the powerlessness of others.

### oppression as subordination:

A condition of being forced to accept the impossibility of self-definition and self-determination and of having to maintain structures and processes that reinforce your powerlessness.

### can we change?

- To change the mindset and the structures and processes that maintain it, both dominant and subordinate groups must work consciously to analyze themselves, their culture, and society.
- The change efforts of each group must correspond with its own legacy of dominance or subordination.
- For both groups, change requires tedious, costly, long-term effort.

## RULES OF POWER

Rules-Relationship= Rebellion

Rules+Relationship= Respect

Power = Ability to get things done

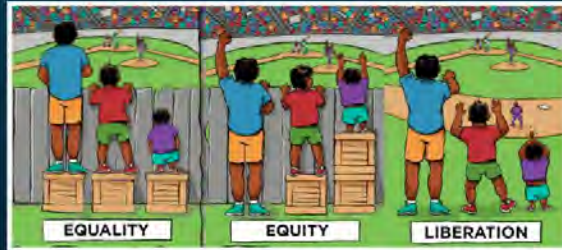
Empowerment = Giving Power

"Humanity" is not an Isolated function

Dominant Groups:  
Open or easy access to power

Target Groups:  
Limited or delayed access to power

# POWER



## Fabric of Oppression

Dominant Group				
ism				
Access to Power				
Target Group				

Fabric of Oppression Worksheet

categories: birth and family often determine in which of these categories we find ourselves	Dominant group	target group
gender		
language		
race		
religion		
sexual orientation		
body type		
age		
nationality		
socio-economic status		

Fabric of Oppression

social categories	groups in this category	race	gender	ability	sexual orientation
Dominant group	-isms				
open access to goods, jobs, services & money	thoughts				
	attitudes				
	behaviors				

power: the ability to do work, get things done  
social power = access to goods, jobs, services and money  
examples: health care, home equity, sound fiscal educational opportunities, life insurance, affordable housing, fair interest rates, viable careers, child care

social categories	groups in this category	race	gender	ability	sexual orientation
target group	thoughts				
limited access to goods, jobs, services & money	attitudes				
	behaviors				

power of definition

status of Dominant culture	vs.	status of subordinate culture
highly evolved	-----	bestial
natural	-----	unnatural
rational	-----	emotional
objective	-----	subjective
crucial	-----	trivial
productive	-----	parasitical
common sensical	-----	illogical
practical	-----	impractical
normal	-----	Deviant
safe	-----	Dangerous
apolitical	-----	political

consonance dissonance  
estrangement marginality

**transparency**

When a culture is dominant and becomes institutionalized, its logic and language - which serve to legitimize dominance - are the only tools available for thinking interpretation and analysis. The dominant logic becomes transparent and subsumes the experience of both dominants and subordinates.

**dissonance**

When the experiences and realities of subordinates are ignored, attacked or trivialized, it is very difficult to define and defend that reality by using the dominant logic and language.

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## cultural perspectivism

### cultural imperatives

are fundamental notions about the nature of the universe, human beings, and our relationship to the world. this 'knowledge' shapes what we perceive, how we interpret it, and how we respond.

### identity & socialization

social norms are derived from cultural imperatives. We are taught to think habitually and behave in conformity. We 'fit in,' are accepted or respected according to how well we imitate the cultural ideal.

### ethnocentrism

the problems start when we confuse our culture with 'reality.' instead of treating cultural imperatives as our inventions, as materials to use, manipulate and re-invent, we treat them as universal, natural, sacrosanct and immutable laws.

### Ethnocentrism

+ Dominance

---

= power of definition

in free societies, Power of Definition is the essential vehicle of social control and oppression.

## Shapes the narrative...

Defining others...

Power of Definition

Passive Voice

Absence of personhood

Disconnected Humanity

Non-Whites

Black Label

White Trash



## When Violence happens?

What are the thoughts, emotions or disposition of the one acted upon?

# Violence : Disrespect

## When Disrespect happens?

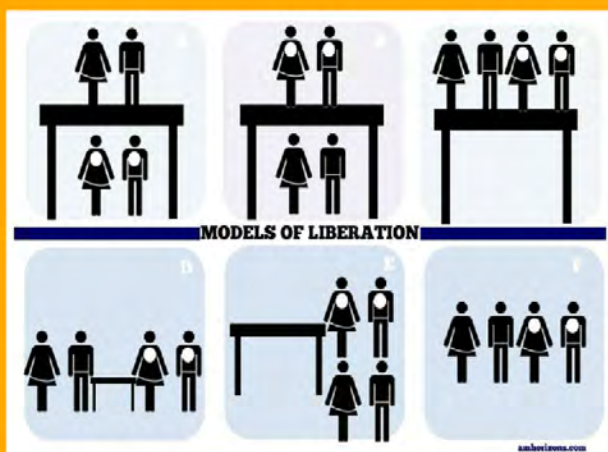
What are the thoughts, emotions or disposition of the one acted upon?

# Violence : Disrespect

## SCOPE CREEP

Policies >> Procedures >> Justification >> Subjective << Cynical << Contempt

## Let's talk about the table...



- There is no conflict
- The problem is the Problem...
- We more alike...illusions
- Methods differ...are negotiable
- If it is like this, it could be different
- Laws of Nature/ Laws of Man

# Remove the Table

Liberation and Development

# Critical Race Theory

Critical Race Theory and Intersectionality

## Critical Race Theory

According to the UCLA School of Public Affairs:

CRT recognizes that racism is engrained in the fabric and system of the American society. The individual racist need not exist to note that institutional racism is pervasive in the dominant culture. This is the analytical lens that CRT uses in examining existing power structures. CRT identifies that these power structures are based on white privilege and white supremacy, which perpetuates the marginalization of people of color.

Legal scholar Roy L. Brooks has defined CRT as "a collection of critical stances against the existing legal order from a race-based point of view", and says it focuses on the various ways in which the received tradition in law adversely affects people of color not as individuals but as a group. Thus, CRT attempts to analyze law and legal traditions through the history, contemporary experiences, and racial sensibilities of racial minorities in this country. The question always lurking in the background of CRT is this: What would the legal landscape look like today if people of color were the decision-makers?

# Critical Race Theory

Common Tenets:

- A critique of liberalism: Color Blindness does not work
- Storytelling/counterstorytelling and "naming one's own reality"
- Applying insights from social science writing on race and racism to legal problems
- All oppressed people share the commonality of oppression
- Revisionist interpretations of American civil rights law and progress
- White privilege refers to the myriad of social advantages, benefits, and courtesies that come with being a member of the dominant race
- Microaggression refers to the sudden, stunning, or dispiriting transactions that mar the days of oppressed individuals.
- Empathic fallacy is the belief that one can change a narrative by offering an alternative narrative in hopes that the listener's empathy will quickly and reliably take over.

# Intersectionality

More than a Monolith...



Provide 5 aspects of your identity  
that are important to you

# IDENTITY

# Intersectionality

More than a Monolith...

## Key Questions:

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## Intersectionality

in·ter·sec·tion·al·i·ty  
,in(t)ərsekSHə'nalədē/  
noun

the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

"through an awareness of intersectionality, we can better acknowledge and ground the differences among us"



# Intersectionality

Intersectionality is a term coined by American civil rights advocate Kimberlé Williams Crenshaw to describe overlapping or intersecting social identities and related systems of oppression, domination, or discrimination.

Intersectionality is the idea that multiple identities intersect to create a whole that is different from the component identities.

These identities that can intersect include gender, race, social class, ethnicity, nationality, sexual orientation, religion, age, mental disability, physical disability, mental illness, and physical illness as well as other forms of identity.

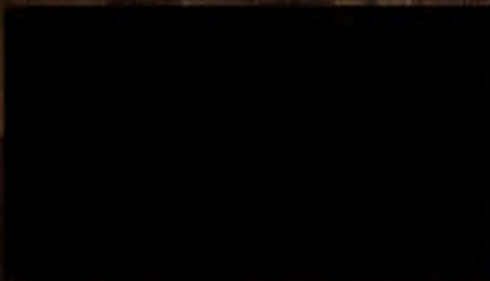
<https://en.wikipedia.org/wiki/Intersectionality>

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## Not all at once...

Spinning into butter...



Exposure and unchecked rationalizations build until you believe the stories that are told to you or that you have made up based on limited exposure to people groups.

The impact of racial thinking turns into Racism in very small drops. Until it has carved a deep hole in our souls. You just don't wake up Racist.



# IMPACT vs INTENT

Human Resources, Internal Affairs & EEOC Compliance:  
Laws are able to fix or offer remedies, consequences to these conflicts or misunderstandings

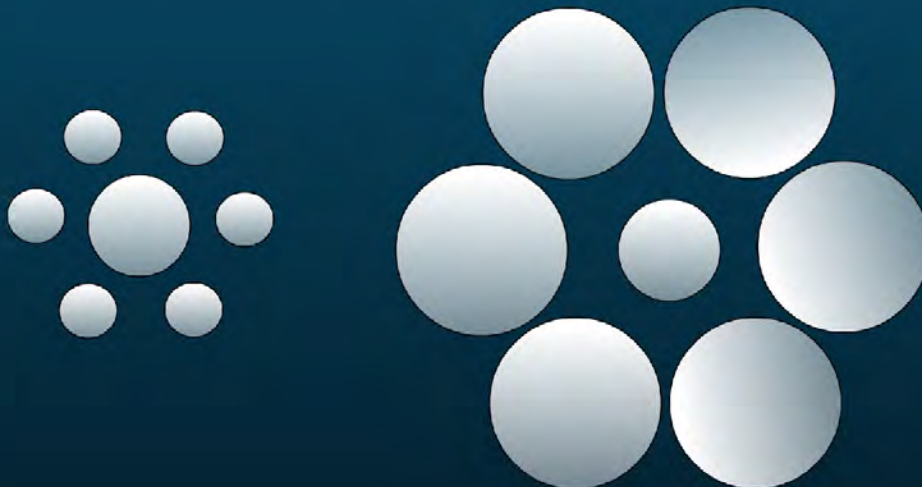
# INTENT vs IMPACT

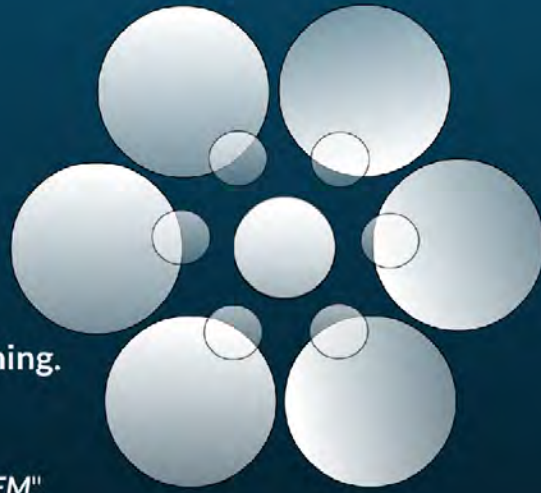
Personal Relationships, cultures, morale and workplace environments:

We take care of each other, add human element to procedures and policies.

## Developing Stronger Youth Cultural Capacity

CONTEXT CULTURE PARADIGM THOUGHT BELIEF BEHAVIOR





**CONTEXT & CULTURE** is everything.

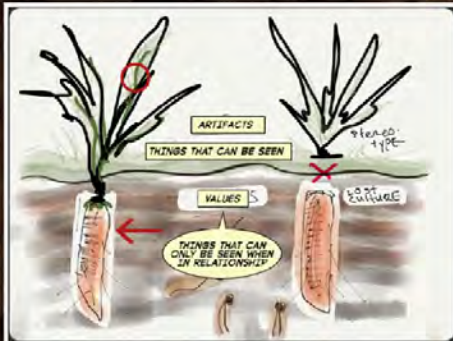
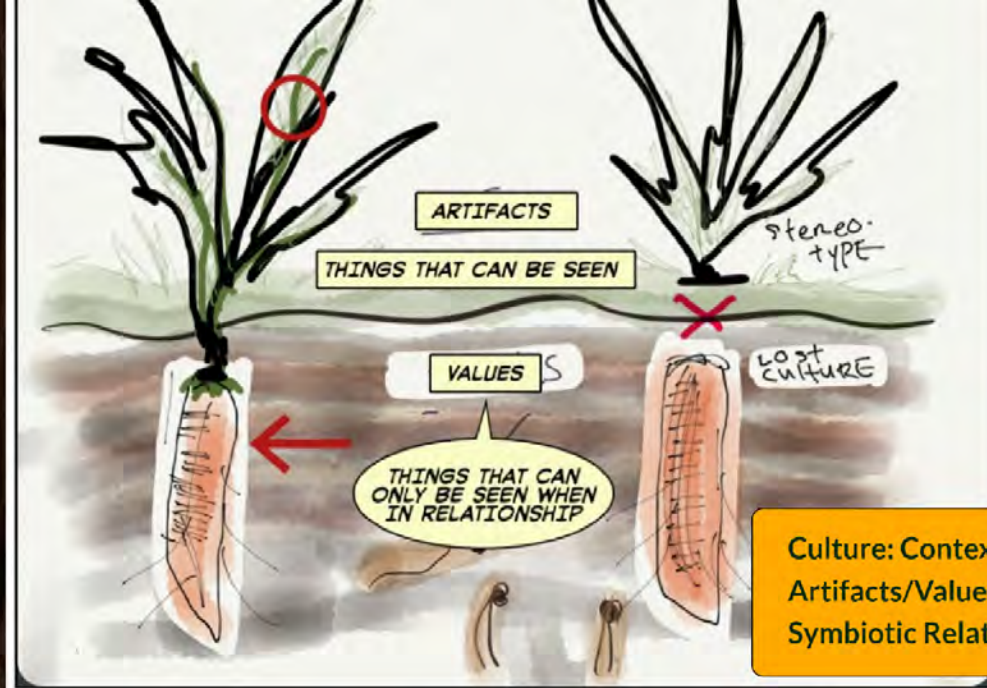
- What is the purpose of CULTURE?
- Why is Context important?
- Describe an "OUT of CONTEXT PROBLEM".



*Intelligence Quotient* For WHAT?







Culture: Context  
 Artifacts/Values  
 Symbiotic Relationships  
 Culture is the methods of  
 Adaption to the Context

# Context is Everything

Scan to View the Lecture



## CULTURAL COMPETENCE

CONTEXT : CULTURE

CONTEXT: TIME, SPACE, GEOGRAPHY

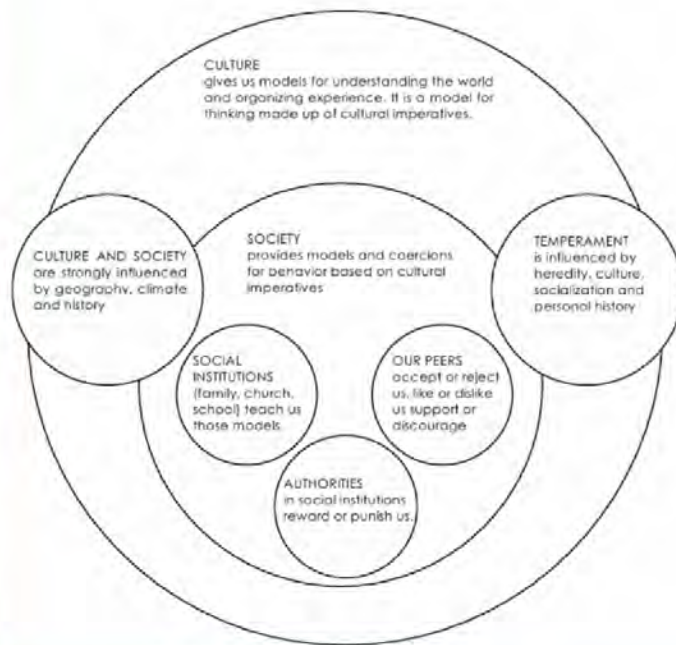
CULTURE: ADAPTATION TO CONTEXT

CULTURE

ARTIFACTS : VALUES

THOUGHTS : EMOTIONS : BEHAVIORS

MEMES : THOUGHTS : BELIEFS



socialization & group identity



## Key Questions:

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# EMPOWERMENT

Providing Opportunities to use their POWER.

# Understanding Trauma...

Individual trauma results from:

Event, series of events, or set of circumstances that is Experienced by an individual as physically and/or emotionally harmful or threatening and that has lasting adverse

Effects on the individual's functioning and/or physical, social, emotional, or spiritual well-being.



## ADVERSE CHILDHOOD EXPERIENCES

The three types of ACEs include



**ACEs Identified in the study:**  
 Loss of a parent | Mental illness in family  
 Drug or alcohol abuse by parent  
 Domestic violence | Parent/family member in prison

**ACEs Identified in the study:**  
 Physical abuse | Sexual abuse  
 Emotional abuse | Physical neglect  
 Emotional neglect

# Being Trauma Informed

Trauma overwhelms one's ability to cope  
A trauma survivor is on a continuum from feeling:  
**Overwhelmed** < ----- > **Overcoming**

## How do you help knowing this?

### Six Principles of Trauma Informed Care

Evaluate the function and intent of behaviors

Promote a culture of comfort

Recognize practices that are re-traumatizing

Reinforce continuing growth

Your role as an opportunity to heal

**Transform our language:** trauma-informed environment, we serve as "caregivers," "supporters," and "partners in care." We use language that is respectful, courteous and compassionate.

Realizes the widespread impact of trauma and understands potential paths for recovery;

Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system;

Responds by fully integrating knowledge about trauma into policies, procedures, and practices; and

Seeks to actively resist re-traumatization."

## So Now What?

Practical methods of helping...

# So How Would You Do it?

Lets Brain storm together...



# Humanity

Providing Opportunities to use their POWER.



Provide 5 aspects of our young  
people's identity...

# IDENTITY

# Humanity

What is humanity?

"Human-ization" (process) this built on a lack basis

- yearning for freedom and justice
- struggle to recover humanity; Pendulum, isolation
- Emancipation of labor
- Overcoming of alienation
- Affirmation of the individual/group: I exist; I AM

## 46 CHROMOSOMES

In humans, each cell normally contains 23 pairs of chromosomes, for a total of 46

## NOT SOLITARY

Relational by nature & nurture

## GOAL FOCUSED

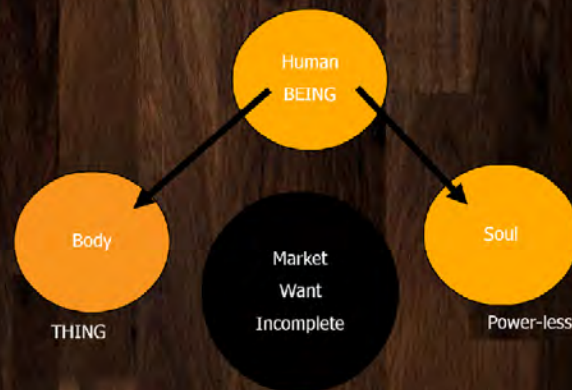
Horizontal and Vertical Striving



# Dehumanization

Dehumanization is characterized in terms of:

- Injustice
- Exploitation
- Oppression
- Violence/ Fear of Violence
- Those robbed of their "humanity"; those who have taken
- Those who have robbed others of their humanity



# HUMAN SOUL

## BARRIERS TO MY HUMANITY

OBSTACLE ILLUSIONS

TRICK-KNOLOGY

DE-HUMANIZE (-ED, -ING)

RACE CONCEPT

GENDER ROLES

POVERTY

# Re-humanization

- You are always human
- We express our greatness in different ways.
- We need to give what we need.
- Listen to movement.
- Build partnerships

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Horizontal and Vertical Striving



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**Trusting Youth-Adult Relationships:** Build relationships by interacting with youth in an honest, dependable, authentic, caring and supportive way.

**Strength-Based:** Start with and build upon the skills, strengths, and positive characteristics of each youth

**Positive Youth Development:** Provide opportunities for youth to build a sense of competence, usefulness, belonging and power.

**Holistic:** Engage youth in a manner that recognizes that mental, physical, spiritual, and social health are interconnected and interrelate

**Collaboration:** Establish a principles-based, youth-focused system of support that integrates practices, procedures and services within and across agencies, systems and policies

Based on the work LSS

# So how do we do it?

Brain Storm

there is  
**Dignity & Honor**  
in  
**Being Human**

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*nurturing the seeds of change*

