Inclusion & Diversity in the Government: Why Diversity Matters

Allowing Differences to Make the Difference Inclusion & Diversity Symposium
April 13, 2018
Huntsville Botanical Garden
Election Time:
Candidate Disclosure
Candidate A

- Associates with faith healers and consults with astrologers
- Has a mistress
- Chain smokes and drinks martinis
- Has a major disability
Candidate B

• Was kicked out of office twice
• Sleeps until noon
• Experimented with opium in college
• Drinks brandy on a regular basis
Candidate C

- Decorated war hero
- Is a vegetarian
- Enjoys creating art
- Doesn’t smoke
- Has an occasional beer
Which Candidate Do You Think People Are Most Likely To Elect?

- Candidate A
- Candidate B
- Candidate C
Candidate Disclosure

- Candidate A: 4 time U.S. President, Franklin D. Roosevelt
Candidate Disclosure

- Candidate B: British Prime Minister, Sir Winston Churchill
Candidate Disclosure

- Candidate C: Germany dictator and World War II dictator, Adolf Hitler
Do you know me?

- Marital Status
- Religion
- Ethnicity
- Sexual identity/orientation
- Age

- Gender
- Geographic
- Employment
- Socioeconomic status
Lesson(s) Learned

• We should never draw a major conclusion based on minor (minimal) information.
• You can’t know everything about someone from just looking at the surface.
• The facts as presented don’t always give you the big picture.
• Everyone has a backstory.
The Diversity Iceberg
What do you think about when you hear the term "diversity?"
• Opportunity
• You don’t know what you don’t know
• Lifelong learning
• The chance to become a great team player
• Intersections
• Assets

Diversity......
Diversity
Shifting Demographics

• According to the U.S. Census Bureau, by 2050, the “average American” will list his/her ancestry as African, Asian, Latino, or Arabic. (2001)
Diversity Breakthrough: 2050

- Non-Hispanic whites - 203 million
- Others - 249 million
- Latinos - 133 million
- African Americans - 66 million
- Asian Americans - 41 million
- Native Americans/Alaskans - 9 million
  - U.S. Census Bureau
Melting Pot

Chinese
Irish
Italian
Mexican
Russian

AMERICAN
Tossed Salad
“Different is NOT deficient.”
Why Culture Matters

- Assumptions
- Behavior
- Results

- The assumptions and beliefs of employees drive behavior.
- The collective behavior of employees determines results.
- The results measure performance and indicate if strategic business objectives have been achieved.
Culture in Context

• Our cultural perspective shapes the context in which we perceive our experiences (view of the world) and those that we interact with.
Perspective Taking

- A couple by the lake and/or
Perspective Taking

- A baby in the fetal position
Perspective Taking

• A big bird with something in its mouth
Perspective Taking

• A man in a canoe off a small island pulling in a big fish.
Appreciating diversity is all about PERSPECTIVE.
Life is all about PERSPECTIVE.

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Perspective

• shapes everything that you think (say, and do).
BE MINDFUL ABOUT STEREOTYPES!
Only one of them is a convicted felon.
We’re used to thinking of prejudice as something you either have or you don’t. But despite our best attempts to rid ourselves of prejudices and stereotypes, we all have them.
Objectives of the COH-OMA

- Develop partnerships with local city agencies that support and advance the work of multicultural affairs
- Development of community outreach initiatives to promote and support the Mayor's initiative of One City, One Vision
- Establish partnerships with Neighborhoods, Civic, Homeowners, and Community Watch Associations.
May 15, 2013
5453 ‘Likes/Follows’
City of Huntsville Multicultural Affairs
Social Media - Twitter

- June 13, 2013
- 693 ‘Followers’
- MCulturalHsv
Social Media - Instagram

- September 5, 2016
- 58 ‘Followers’
- omahsv
“Impact with Kenny Anderson”
“2nd Chance” Radio Show (90.1 FM)
Community Awareness for Youth (CAFY)
RCB/CAFY Young Citizen of the Month Award
Sundays in September (6-9 pm)
Student Leadership Engagement Initiative
Huntsville Area Inclusive Communities Initiative (HACAI)
Hispanic/Latino Advisory Council
Huntsville Council of Neighborhood Associations
Neighborhood Associations

- Chaffee Crestwood
- East Mastin Lake
- Edmonton Heights
- English Village
- Farley Community
- Fleming Meadows
- 5 Points Historic District
- Garden Parks Apartments
- Green Mountain
- Holiday Homes
- Huntsville South
- Meadow Hills
- Merrimack Hills Village
- Monte Sano
- Mount Charron

- Mount Vernon Heights
- Northeast Huntsville
- Northwest Huntsville
- Old Town Historic District
- Redstone Heights
- Rock Creek
- Sherwood Park
- South Huntsville
- Terry Heights/Hillendale
- Triana Village
- Twickenham District
- University Part
- West Huntsville/Lowe Mill
- Westlawn
- Whitesburg Estates
Annual North Alabama Health & Wellness Fair- (September 9)
Caribbean Association of North Alabama - Caribbean Day in the Park - (September 3)
Cornerstone Conference on Community Compassion (C4) - February
Global Ties of Alabama
Huntsville Police Citizens Advisory Council
• NASA
• U.S. Army Material Command
• City of Huntsville
• City of Madison
• Chamber of Commerce of Huntsville/Madison County
• Leadership Huntsville
• Alabama A&M University
• Oakwood University
• University of Alabama in Huntsville

Huntsville: The Future & Beyond
HPD Ride-a-Long Program
Interfaith Mission Service
International Society of Huntsville
The Unity Project @Panoply
• AAMU College of Business & Public Affairs’ Strategic Advisory Council (COBPA)
• Affordable Housing Advisory Council (AHAC)
• Community Reinvestment Act Advisory Council (CRA)
• Community Faith Gathering on HIV/AIDS (CFG)
• Junior League Community Advisory Council
• NASA Diversity & Inclusion Committee
• North Alabama Mental Health Coalition
• Princeton Prize on Race Relations
• The S.H.I.N.E. Project
• UNCF North Alabama Campaign
• Virginia Caples Lifelong Learning Institute (VCLLI)

Community Partnerships
• 100 Black Men of Greater Huntsville (BMOGH)
• AshaKiran, A Ray of Hope
• FBI Citizen’s Academy Alumni Association (FBICAAA)
• First Stop, Inc.
• Huntsville City Schools
• North Alabama African American Chamber of Commerce (NAAACC)
• Partnership for a Drug Free Community
• Philippine-American Association of Alabama, Inc.
• Rotary Club of Huntsville (STRIVE)
• UAHuntsville Offices of Diversity & Multicultural Affairs
• United Way of Madison County

Community Partnerships
Interns

Zach Wroblewski
Mimi Brasseur
Caroline Blair | Reggie Mattison

Interns
Alesea Woodgett

Clara Landry

Interns
Interns

Camille Moore

Princess Davis
Interns

Ariana Gill

Kaylah Joseph
Jeharna South

Kanesha Montgomery

Interns
• If you are a college student interested in a fall or spring internship in the fast-paced, dynamic and community engaging Office of Multicultural Affairs, I'd like to talk to you. Submit a resume and cover letter to me at kenny.anderson@huntsvilleal.gov.
Job Shadow
2000-2013
‘Elvis’
Thank You
“The human differences we see on the outside (that we spend so much time evaluating)- size, skin color, eye shape, hair texture- are not matched by differences on the inside. In fact, every person on Earth shares 99.9% of the same DNA sequences. All humans, no matter how ethnically diverse, are essentially identical. We are all cut from the same cloth, made on the same pattern, granted the same strengths and weaknesses and will ultimately share the same fate.”

“Shadows of Forgotten Ancestors” by Carl Sagan
• Kenneth Anderson  256.883.3993
• kenny.anderson@huntsvilleal.gov
• Weekly Newsletter: Send email request
• Facebook: City of Huntsville Multicultural Affairs
• Facebook: Compassionate Huntsville
• Facebook: Impact with Kenny Anderson
• TV: Comcast 16 and WOW 42 (daily, various times)
• Facebook: 2nd Chance
• Radio: 90.1 FM (Sunday, 2-4 pm)
• Twitter: MCulturalHsv/Instagram: omahsv

For More Information