



DEEP DIVERSITY

Overcoming Us vs. Them

by SHAKIL CHOUDHURY

Thank you for endorsing this workshop for me. I was able to secure money to attend through my component so I will not require the funding requested. Human Rights have always been of interest to me and the session was amazing. I would love to have this speaker in the Okanagan so that others can benefit from his session.

The event was held June 2, 2016 at the BC Federation of Labour office in Vancouver. In addition to benefiting from the training, it was great to reconnect with many union activists I had worked with on the women's council.

The facilitator and author of Deep Diversity was Dr. Shakil Choudhury.

<http://deepdiversity.animaleadership.com>



We explored leadership knowledge and competencies necessary for nurturing diversity, equity and inclusion within unions. We looked at deep diversity in order to understand the unconscious power of bias, emotions and tribes in creating barriers within organizations and society at large.

He had wonderful examples and exercises that really solidified his points and made it very easy to understand and remember a lot of his research. He used an example of an elephant and a rider. The rider, being the conscious mind, and the elephant, being the unconscious mind, (the bigger part – the reactive part of ourselves/ also our deep intuition).

The session started with group intentions (as vs guidelines) including self-compassion. Moved into segments on emotions & identity, dehumanizing others, key competencies, bias, tribes, in-groups, out-groups, power, systematic discrimination, etc.. We did group exercises as well as small group discussions. Some of the exercises were surprisingly emotional and others left us quite energized. It was interesting to see how he controlled the dynamics of the group.

His training is generally a two-day session so you could tell that there was a lot more that could have been explored. For me the one-day was just right and it made me want to research further and spend time thinking about some of his ideas.

I would like to read his book " Deep Diversity" and also one of his recommended readings, " A Leader's Guide to Strengthen Unions; Moving Beyond Diversity...Towards Inclusion and Equity (Toronto and York Region Labour Council 2014). I am also planning on testing my personal implicit bias at www.implicit.harvard.edu - "we may be quite surprised by the result".

Again, thank you for this opportunity,

In solidarity

Kelly Megyesi
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