

lead
+
learn
=
change



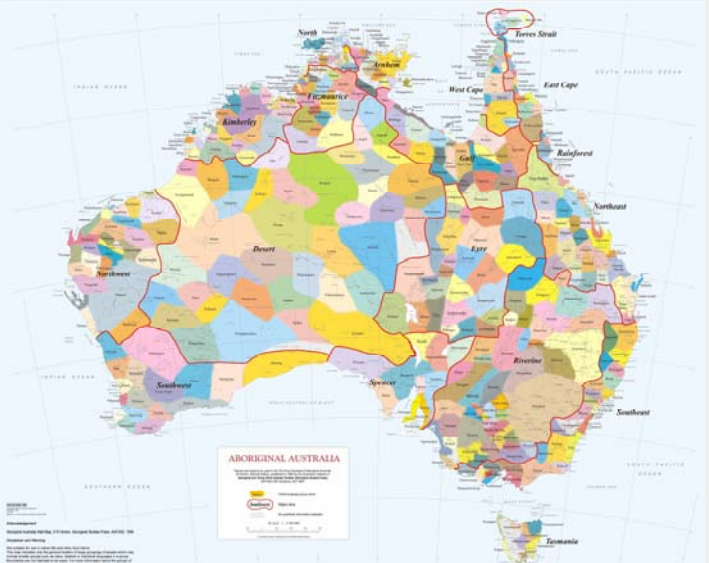
Beyond Tolerance

Building respect through inclusive leadership

Advancing Social Cohesion Conference
17 July 2015

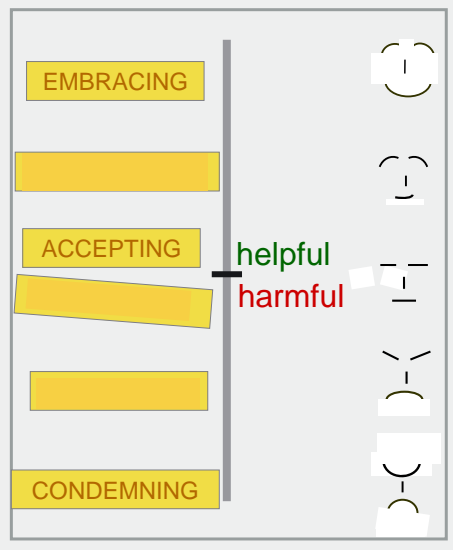
Jane Lewis
Senior Adviser, Education
Victorian Equal Opportunity & Human Rights Commission

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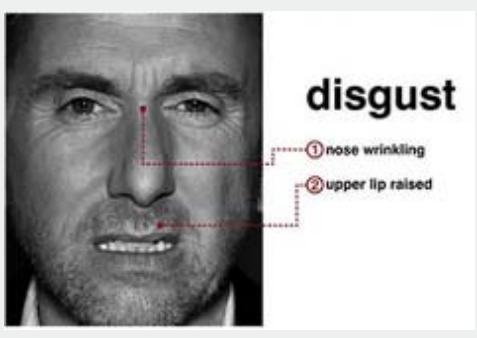
The Inclusion Scale



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Destructive Emotions

+ Old-fashioned racism



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Destructive Emotions

+ Modern racism

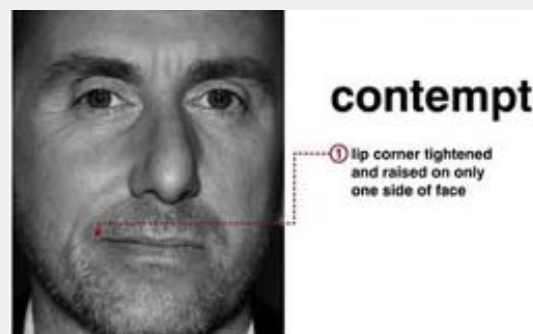


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Destructive Emotions

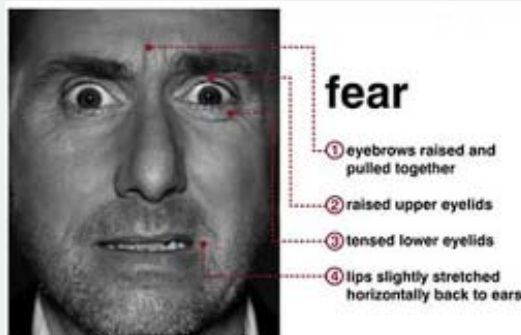
+ Modern racism



6

Destructive Emotions

+ New racism



7

Tolerance

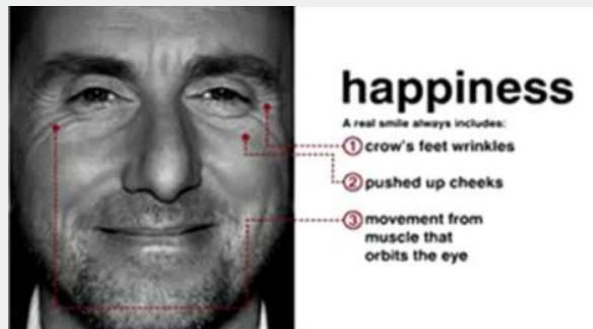
- + In-group “tolerates” the presence of out-groups, as long as contact can be avoided and existing power structures remain intact.
- + “We” give permission for “them” to maintain some of their traditions.
- + Whites tend to “tolerate” racist comments.

8

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Constructive Emotions

16 Guidelines to a happy life



9

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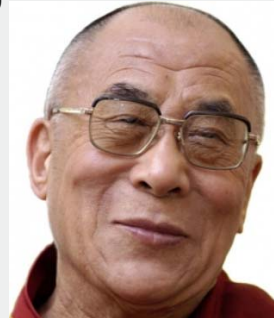
Inclusive Leadership

- + Supporting followers
- + Providing clarity
- + Giving feedback & development
- + Promoting healthy group interactions

10

Cultivating Emotional Balance (CEB)

- + Mind and Life Institute, March 2000
- + HH the Dalai Lama, Richard Davidson, Daniel Goleman, Paul Ekman, Owen Flanagan, Mark Greenberg, Geshe Thubten Jinpa, Ven Ajahn Maha Somchai Kusalacitto, Matthieu Ricard, Jeanne L. Tsai, Francisco Varela, B. Alan Wallace
- + Santa Barbara Institute for Consciousness Studies
- + Corey Jackson
coreyjac@gmail.com




11

Timeline of an emotion

- + Appraisal of trigger stored in emotional alert database
- + Impulse to act and changes in autonomic nervous system
- + Refractory period
- + Emotional behaviour, subject to previous conditioning and level of awareness

12

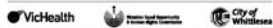
- 
- A. TRAINEE FORKLIFT DRIVER
 - B. GUN BASKETBALLER
 - C. LOVES 'THE LION KING'
 - D. ALL OF THE ABOVE

SEE BEYOND RACE.



- 
- A. DOTING MUM
 - B. LOVES A GIRLS' NIGHT OUT
 - C. PROFESSIONAL ACCOUNTANT
 - D. ALL OF THE ABOVE

SEE BEYOND RACE.



A. REGISTERED NURSE
B. BIG COMEDY FAN
C. COOKS A MEAN RISOTTO
D. ALL OF THE ABOVE

SEE BEYOND RACE.

VicHealth  City of Whittlesea

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Conclusions

1. Tolerance is for pain, not for people.
2. Emotional balance is a crucial inclusive skill to cultivate.
3. Leaders, lead the way!

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Victorian Equal Opportunity & Human Rights Commission

- + 3 / 204 Lygon Street, Carlton
- + Enquiries 1300 292 153
- + Interpreters 1300 152 494
- + humanrightscommission.vic.gov.au

17

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achieve
through
inclusion