



DIVERSITY 'BULLY-END' SEMINARS

DIVERSITY CONSULTANTS INC.
“ELEMENTS OF CHANGE”....

**6401 GARFIELD STREET
MERRILLVILLE, IN 46410
(219) 985-7022
Website: diversity1on1.com
Email: dkenney@diversity1on1.com**

**DARWIN S. KENNEY SR., PRESIDENT
AGENT: jberes@datamine.net**



DIVERSITY CONSULTANTS

Diversity Consultants Inc., is a consulting firm specializing in Diversity Training Seminars. Diversity Consultants' main objective is to offer empowerment seminars on topics such as diversity in the workplace, classrooms, sexual harassment, effective time management and various other topics concerning the workforce and community as a whole. For the last ten years, we have been pleased to say that our empowerment seminars and retention programs have been very effective within public and private sector businesses, governmental agencies, educational and health facilities.

Reflective of our commitment to excellence, Diversity Consultants also offers mentoring programs to help underprivileged youth in the area of life skills concerning pre-employment, breaking negative cycles, self esteem and the overall reconstruction of their lifestyles. Diversity Consultants Inc. thanks you for the opportunity to empower your organization with the added tools to help improve the quality of education as well as the quality of life in your community.



PURPOSE:

Diversity training is training for the purpose of increasing participants' cultural awareness, knowledge, and skills, which is based on the assumption that the training will benefit an organization by protecting against civil rights violations, increasing the inclusion of different identity groups, and promoting better teamwork.

OBJECTIVES

- Understand what diversity and its related terms mean.
- Identify how aware you are of diversity and where you can improve.
- Understand how changes in the world can affect us and our views.
- Recognize stereotypes.
- Explain appropriate word choices.
- Describe the four cornerstones of diversity.
- Identify the pitfalls relating to diversity and how to avoid them.
- To show that in order to embrace diversity individuals must broaden their perspective consciousness by education, exposure and experience.
- Adopt a management style to encourage diversity.
- To discuss how diversity management can enhance an organization's competitive edge.

SOLUTION:

Diversity Consultants' will administer individual needs assessments combined with the empowerment workshops to identify current as well as future issues. Diversity Consultants will also conduct monthly follow-up retention seminars and provide one-on-one consultations with staff, parents and/or students. Diversity Consultants will attend board meetings to answer any and all questions for stakeholders.

BENEFITS:

The Empowerment Seminars are structured to encourage creativity, flexibility, and innovation among the team members which will allow the injection of new ideas and challenge the normal organizational mindsets.

Diversity Consultants provides a better life skills training model that delivers a positive message to motivate administrators, students and parents and instills positive moral principles. The seminars will help build a stronger, more cohesive work force, but also will explore the multitude of ideas and viewpoints that diversity offers. The world is made up of different people and cultures; by working together we can not only make a better world, but a better business and classroom environments.



EMPOWERMENT SEMINAR SUBJECTS INCLUDE

But are not limited to:



- DIVERSITY IN THE LEARNING ARENA
- CULTURAL DIFFERENCES
- ROLE PLAYING
- ALTERNATIVE LIFESTYLES
- 13 STEPS TO INCREASE YOUR SELF ESTEEM
- NEGATIVE/POSITIVE BELIEF SYSTEMS
- PARENTS AND TEACHERS ASSOCIATE SEMINAR
- BREAKING NEGATIVE CYCLES
- BULLYING!!!!!!! NO ONE KNEW
- ASPECTS OF INCARCERATION
- REPERCUSSIONS OF THE DRUG WORLD
- CUSTOMER SERVICE

EACH SESSION WILL ALSO INCLUDE

- POWERPOINT PRESENTATION
- NEEDS ASSESSMENT
- FLEXIBLE HOURS
- EVALUATION REPORT
- FOLLOW-UP RETENTION SESSIONS

DIVERSITY IN LEARNING



In no time in our history has the workplace and classroom been so diverse. Managing that diversity can often be difficult for those in charge. This program is designed to give participants a solid understanding of what diversity is, how they can benefit from it, and how they can manage it within their organizations. However, diversity still remains one of those subjects that most businesses, schools and organizations seem to sweep under the rug. We may choose to turn a blind eye to this problem but it is the most important issue facing society today.

Our children are learning under the same diverse umbrella and there are many different cultures, alternative lifestyles as well as internal issues. We must understand that 80% of negative behavior is taught so we have to approach the issue from that prospective. (learned behavior). Most of our youth are a product of the home that they reside in so our approach is not to change their mind, but to show them the benefits of diversity.

Parents and teachers need an opportunity to speak. Once we understand that most adult minds are pretty much set, we have to partner to pursue the understanding that we have to work together to mold and shape the next generation so they are prepared to learn, work, and live in diverse environments if we expect them to be successful.

Parents and teachers have to have the understanding that our main interest is what is best for the students and their future, so participation from both is extremely important.



CULTURAL DIFFERENCES

- A. We must insert the understanding that we are the same, but our cultures allow us do a lot of things differently. People of different races grow up in different environments therefore they speak, act and dress like the people in the environment they were raised in.
- B. Role playing is a must because it evokes empathy and allows participants to view life from other cultural prospective. Most people don't understand diversity either because they choose not to or they have never allowed themselves to be open minded long enough to see through someone else's eyes.
- C. Breaking participants up in groups and allowing them to come up with scenarios they have experienced and requiring them to produce positive solutions is invaluable to the success of the training.

ALTERNATIVE LIFESTYLES

- A. Bulling is a critical issue right now that has proven to be deadly, especially when it comes to alternative lifestyles at school. Homosexuality is more open than ever and yes children can and are brutal with this particular issue.
THIS TOPIC MUST BE ADDRESSED.
- B. Self esteem falls under this section and Diversity Consultants has a 13 step program to increase esteem in adults as well as children. The program gives participants the tools to feel good about themselves.
- C. The program also stresses the need to understand how words can either positively or negatively affect an individual and that people can respond in a manner that sometimes can be fatal. The old nursery rhyme that says, "sticks and stones can break my bones but words can never hurt me" is far from the truth.
In actuality words do hurt and they can hurt and cause tremendous damage over the course of an individual's lifetime.



NEGATIVE AND POSITIVE BELIEF SYSTEMS

- A. This part of the program deals with the element of positive and negative communication and the repercussions of it.
- B. Parents and teachers must pay attention to the students language behavior and report anything unusual or out of the ordinary.
- C. We have to understand that negative belief systems is were our trouble begins and we cant wait until something happens before we activate our process of positive change.....

TEAM WORK

- A. Upper level administrative staff, teachers and parents must be in constant communication on all aspects of behavioral issues with the students
- B. Monthly retentions sessions should be put in place to help bring teachers, and parents together to discuss behavioral issues and solutions.
- C. Discussions should also be held on monitoring Internet chat rooms i.e. my space as well as telephone and personal interactions.

NEEDS ASSESSMENT

- A. Each organization has it's own unique issues therefore a needs assessment will be conducted inclusive of a data report and follow-up retention sessions.



NO ONE KNEW MY THOUGHTS!!!!

Bullying My Story:

We moved from Ft. Dix New Jersey to Gary in the 70's, when my Dad retired from the military. School for me was very challenging. I was harassed on a daily basis and I didn't know how to fix the problem. Many days, I contemplated suicide. I thought that ending my life would make it all go away. Then I thought that maybe if I were to make my tormentors die then I would never have to deal with this again. This brought on major depression for me and as a youth I did not know how to cope. I can relate to stories like Columbine because I use to feel helpless and hopeless just like that.

The other kids hated my manners, the way I carried myself and the way I dressed. They waited for me after school and threw my books across the street. They would call me names and use homophobic slurs to the point I almost started to believe it. I felt as though something was truly wrong with me. I got really close to ending my life several times. This is why my passion runs deep for the victims of bullying and the need for diversity training to maybe prevent another child from suffering or ending his precious life prematurely. The torment I endured as a child didn't end in childhood but affected me as an adult in the form of bad decision making trying to fit in. My parents never knew how I felt and I never talked to anyone about it. In fact, I did not know that I was supposed to speak to someone.

I would have visions as a child of what my tormentors would look like after I killed them and I found pleasure and satisfaction in those thoughts. The bullying got so bad that I made up in my mind that it was either them or me but again I kept it to myself. I credit sports, ROTC and other extra curricular activities for saving me from suicide and murder because those activities increased my self esteem. This may seem harsh but this is a reality. I feel that it is so important that we address this issue because as a young person that was exactly how I felt. I was bullied to the point of no return. I am just as connected to this epidemic now as I was then but the scary part is how many young people are suffering in silence and on the edge of taking matters into their own hands. Because **THE WORST OF IT ALL WAS NO ONE KNEW!!!!!!**



In retrospect, I understand that I was different and others did not understand me nor I them. What scared me back then was the fact that no one knew that I had mapped out a deadly plan to end my daily torture because no one paid me any attention. **The depression and hurt had become so overwhelming to the point that I did not fear death.** In the beginning phases of wanting to end my life I feared dying, but after awhile that option had become a reality and all fear had left. I replaced my fear with anger and I then mapped out my plan for retaliation, no one knew but me.

One of the older guys that grew up on my block used to tell me to learn how to fight, and I would say no get me a gun. In my heart I wanted a gun and at age 11 I wanted him to teach me how use it. Every time I asked for a gun he would say no so I asked other older kids to get me one and they wouldn't do it either. I thank God to this day that they chose not to get it for me for I have no doubt in my mind that I would have used it. My parents knew that I was having problems, but did not know to what extent. **My teachers and the principal never really noticed.** My grades were almost all F's. This information I don't mind sharing now and I must say that being the speaker I am today feels worthy of my cause.

I will never forget Mrs. Sacopulous the principal at my school because she would always look at me and say, you are so polite. I would get so mad because I felt that was the reason why I was going through this. I did not want to be polite, courteous or smart. All I wanted was relief and I did not know how to get it., so I contemplated on getting it by any means necessary. I was a little hesitant about telling this story but after reading it back to myself I no longer feel that way. I truly look forward to making **this project a reality and not just in my community but around our Country.**

Mr. Darwin S. Kenney Sr.
Diversity Consultants



References:

OMERA BUCHEE
IVY TECH STATE COLLEGE ~ (219) 981-1111

DR. KEN COOPWOOD
INDIANA UNIVERSITY ~ (219) 201-2372

MRS. PATTY SINQUIST
FBI DIV OF MERRILLVILLE ~ (219) 769-3719

ERIC WILLIAMS
ENBRIDGE ENERGY ~ (219) 922-7006
