

# HaRMONY MOVEMENT

BE THE CHANGE.

Educating Youth To Be Leaders For Social Change

harmony  
equity  
community  
confidence  
government

harmony  
equity

empower

# Team-Building for Equity and Inclusion

Mural Routes  
May 24, 2011

# Harmony Movement

- **Not-for-profit organization founded in 1994**
- **Mandate to promote diversity and combat all forms of discrimination that act as social and cultural barriers to full participation in society**
- **Empower youth to become leaders for social change**

# ICEBREAKER



**As a group and without speaking,  
arrange yourselves in a line  
according to birthday**

**(January at one end of the room,  
December at the other)**

**Remember – no talking!**

# HOW DID YOU DO?

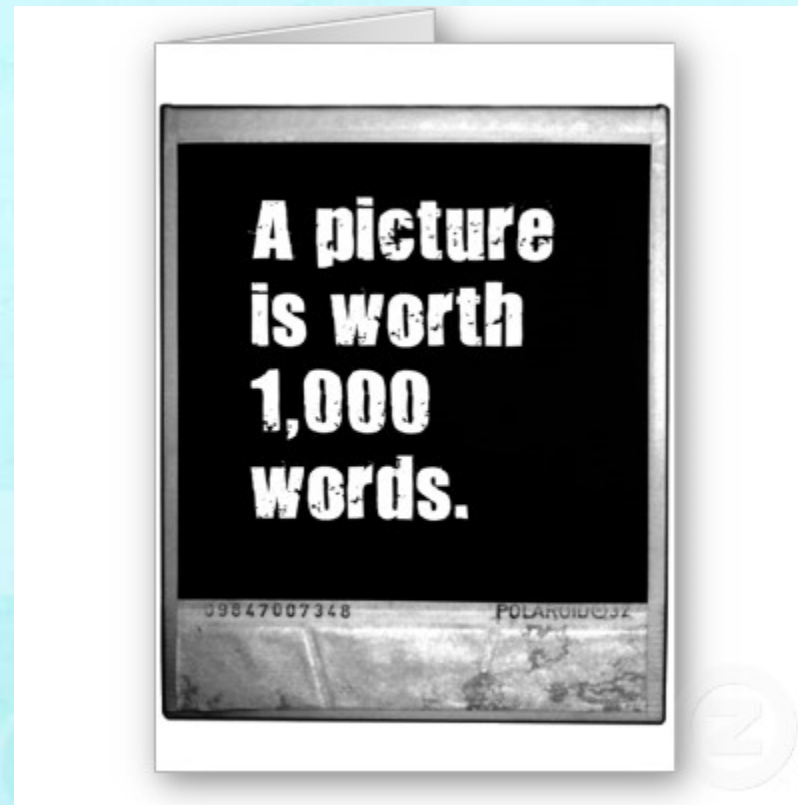
- **Find out when everybody's birthday is – were you lined up in the correct order?**
- **What skills or strategies did you use as an individual and/or a group to complete the task?**
- **What were some of the challenges you faced?**
- **Why are icebreaker activities like this important to team-building?**

# Community Agreements

**What are some of the guidelines we need to establish as a group to make this workshop a positive experience for everyone?**

**Why is it important to set these guidelines?**

# THEM=US



What stories do these photos tell?

Who are the people in them?

What are their relationships to each other?



Gift Leadership

verme

HarMo

CP53

OWE



Half

 BE THE orange



# Looking through a lens



**How do our own experiences, values, and beliefs affect the way we view these pictures?**

**What sort of lenses are we looking through? How are we filtering the images?**

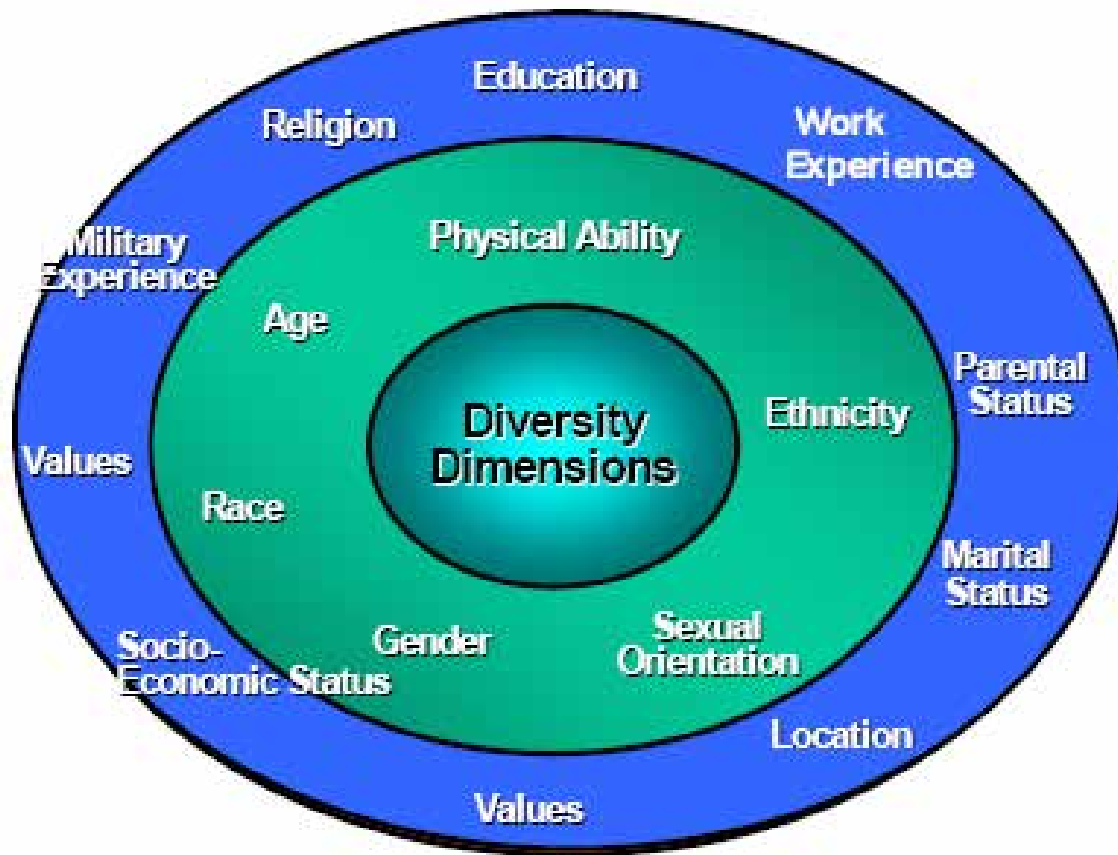
**How do these lenses affect the way we interact with other people?**

# What is Diversity?



## Why is Diversity important?

# Dimensions of Diversity



# Dimensions of Diversity

- What are some of the different parts of our identity that shape how we experience and interpret the world?
- Which are fixed and which are unfixed/acquired?



One in every  
SEVEN  
Canadians  
has a disability



Over  
47 %  
of people in the  
GTA are members  
of a “visible  
Minority”  
group

There are over

200  
Different  
languages  
spoken in  
Canada



One in every  
**10**

Canadians  
Identifies as  
Gay, Lesbian,  
Bisexual,  
Transgender,  
or Queer





Over

60,000

hate crimes  
occur every  
year in  
Canada.

# Walk the line- Canadian



# BOONAA MOHAMMED

## MY THEORY



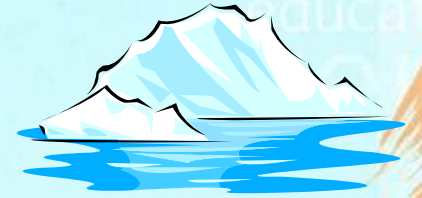
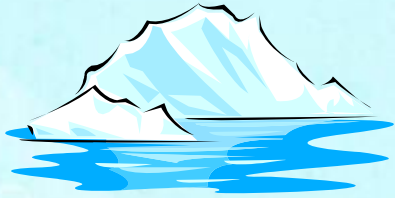
educat  
iver

n

empowe

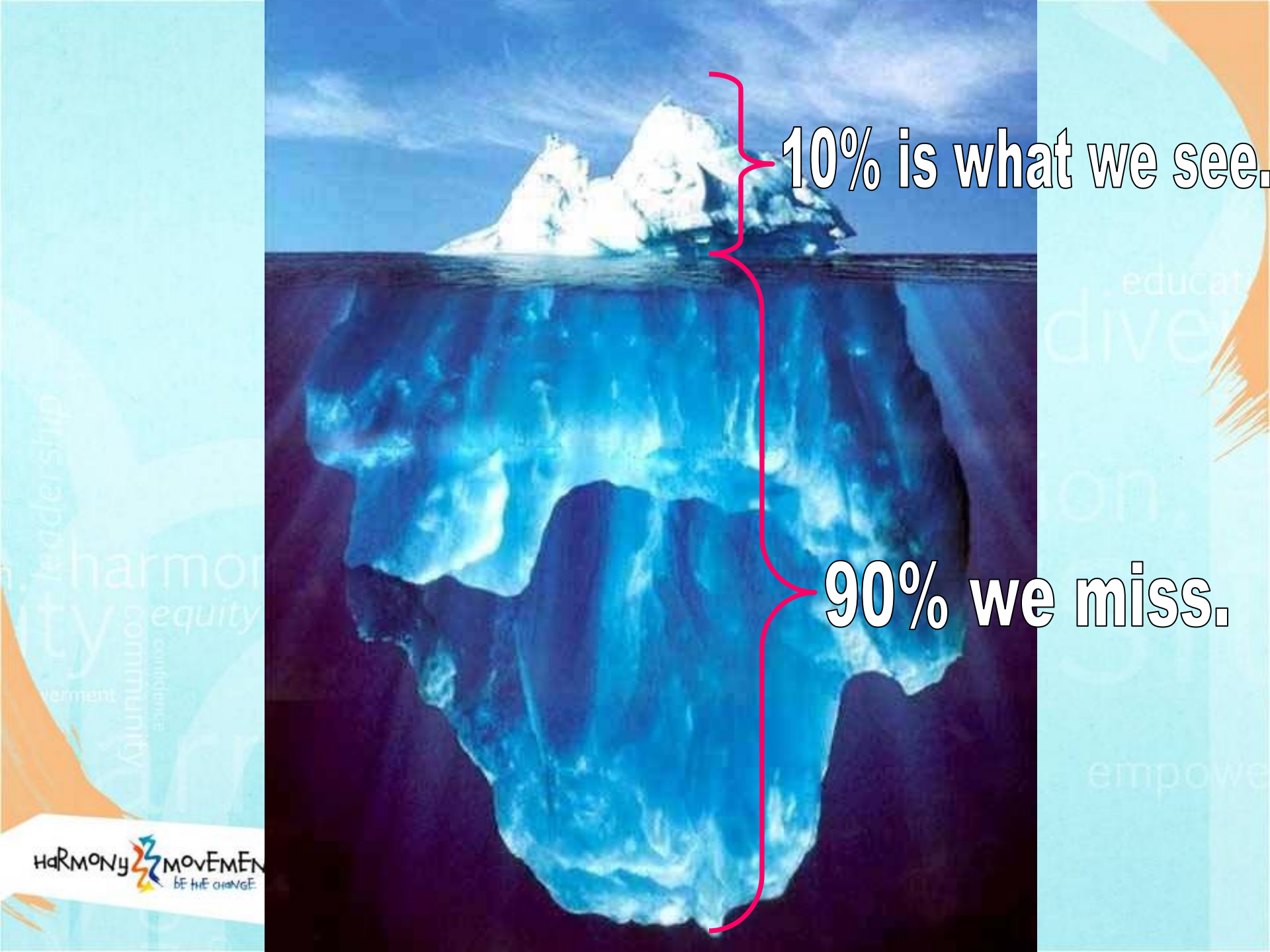
HaRMO

# Iceberg



What do people  
**REALLY** know about you?





10% is what we see.

90% we miss.

leadership  
harmony  
equity  
community  
confidence  
movement

education  
diversity  
on  
empower

If you don't know now you know.



- What did you learn about your partner that you did not know before?
- What problems may you encounter, in team work, if you do not take the time to get to know the people you are working with?



# THE APPRENTICE

- Develop an ad for Real Canadian water.



education  
diversity  
innovation  
empowerment

what is...

# DISCRIMINATION?

**DISCRIMINATION** is treating someone unfairly based on something about them. For example:

- race
- religion
- appearance
- gender
- sexual orientation

... and many more!



# ISM'S

- Ageism (Age)
- Racism (Race)
- Religion
- Sexism (Gender)
- Heterosexism (Sexuality)
- Ableism (Ability)
- Nationalism (Nationality)
- Appearance
- Language
- Education
- Regionalism (Region)
- Classism (Class)
- Ethnicity

# Image Game



How can our assumptions  
lead to  
discrimination and conflict?



# What would you do?

A girl in your school likes to wear tight clothing. Some guys at school often cat call her. They call her “slut” and sometimes guys even try to slap her butt or snap her bra strap when she walks by.

What would you do?

- A) It's not cool what the guys are doing but she deserves it because of how she dresses. She should be wearing loose fitting clothing. That's more lady-like.
- B) I think it's wrong and if I see it happening I would tell a teacher or encourage the girl to do so herself. If she is nervous or feels embarrassed, I would offer to go to the teacher with her.
- C) Life's tough sometimes. I've been teased because of my religion/skin/gender expression/size, etc. and no one stood up for me. So she just has to learn how to get tougher skin. Plus at least no one is teasing me this time.
- D) Even though I don't agree with what she wears to school, she has the right to wear whatever she wants without having to deal with sexual harassment. Sexual harassment is NEVER okay at school. If I don't say anything I'm telling these guys through my actions that it's okay!
- E) None of the above. I would...

# What would you do?

A group of students are working on their mural and you hear someone say “Don’t draw that, it’s gay”. The other members of the group start making homosexual jokes.

You are aware that there is a member in the group that self-identifies as homosexual.

- A) You tell the youth to stop and to focus on their project.
- B) You brush off the comments because you do not think that the youth mean any harm, they are just joking around.
- C) You do not say anything because you believe that being homosexual is a sin and that it should be condemned.
- D) You immediately address the comments and use the situation as an opportunity to create dialogue about homosexuality.
- E) None of the above. I would...

# Chairs



# What does it take to be a leader?

What should they be...

Know....

Do....

# 5 Fundamentals of Leadership

EMPOWER

INSPIRE

CELEBRATE

CHALLENGE

MODEL

# 6 TYPES OF a LEADER

- THE DREAMERS
- THE MEGAPHONES/Advocate
- THE SPARK PLUG
- THE ORGANIZER
- THE GUIDE
- THE STORYTELLER

# DREAMERS

- People who look up and out
- Have aspirations and set the direction in which we are heading



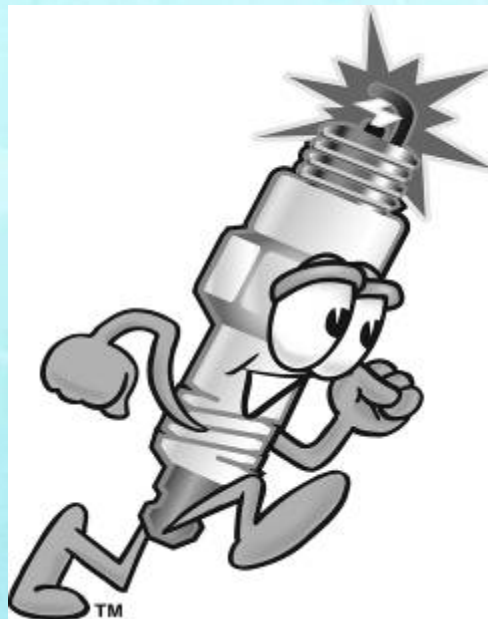
# MEGAPHONES

- People who speak out against injustice
- Need to find ways for their voices to reach further and wider



# SPARK PLUGS

- Connect and bring people together
- When people who have shared interests come together, they generate new ideas



# ORGANIZERS

- Organize and plan
- People who take charge in leading various projects and ensure the plan runs smoothly



# GUIDES

- Share their knowledge and skills as mentors and educators
- See the importance of working together



# STORYTELLERS

- Experience, understand, and communicate what they have discovered
- Use their power to share messages of hope



# Which best describes YOUR leadership Style?

How can you use these skills when  
working  
with others?

FSD.NET

WE