

PDM Assumptions	DEI Assumptions
<ol style="list-style-type: none"> 1. Invites us to give up trying to change people, organizations & the world...shift internally & get support to become aware of our blind spots. 2. We all need to be heard, trusted, & supported (& boundaries set at times) 3. Trying to change others is avoidance of taking responsibility for our own empowerment. 4. Supports people to make <u>internal</u> “hero’s journey”- through becoming aware of unconscious patterns, impact, grief, rage & fear. 5. Asset-based. Supports people to integrate assets of patterns (Sensitivity, Oneness, Strength), trust what’s deeply compelling & utilizes learning strategies that are experiential, & constructivist.. 6. Acknowledges, honors, celebrates differences while refusing silence or violence. 7. Accomplished learning outcomes for individuals & groups to create systemic change secondarily & with greater effectiveness. 8. Individualized support for people, where they are & not where someone wants them to be. 9. A joyful, effortless, daring invitation within--to own our truest selves, passion & responsibility for “becoming the change”, honoring & celebrating differences. 	<ol style="list-style-type: none"> 1. Attempts to change people, organizations, & the world as the only way to create a just & thriving world. 2. People need to be awakened by those who “get it”. 3. Other people NEED TO WAKE UP! Endless finger-pointing. 4. Tends to see ourselves in a kind “hero’s journey” fighting for change & justice as a “holy mission” in the world against “evil.” 5. Assumes that there are those who are competent across differences & those who are not & those who have a duty to “help” those that are not to “wake-up” like them. 6. Protests/Attempts to “educate”/“wake others up” 7. Anti-racist, anti-homophobic, anti-sexism, anti-ableism, etc. (“anti” “legitimizes pushback”?) 8. Prioritizes policy & systemic reforms to develop & enforce DEI...avoid litigation, measures success w/ quotas. 9. An exhausting struggle/fight for equity, inclusion, & justice that never ends in communities, organizations, the world.