

Mind Temple

—Institute of Behavioral Sciences—

Social Inclusion by Overcoming

Exclusions

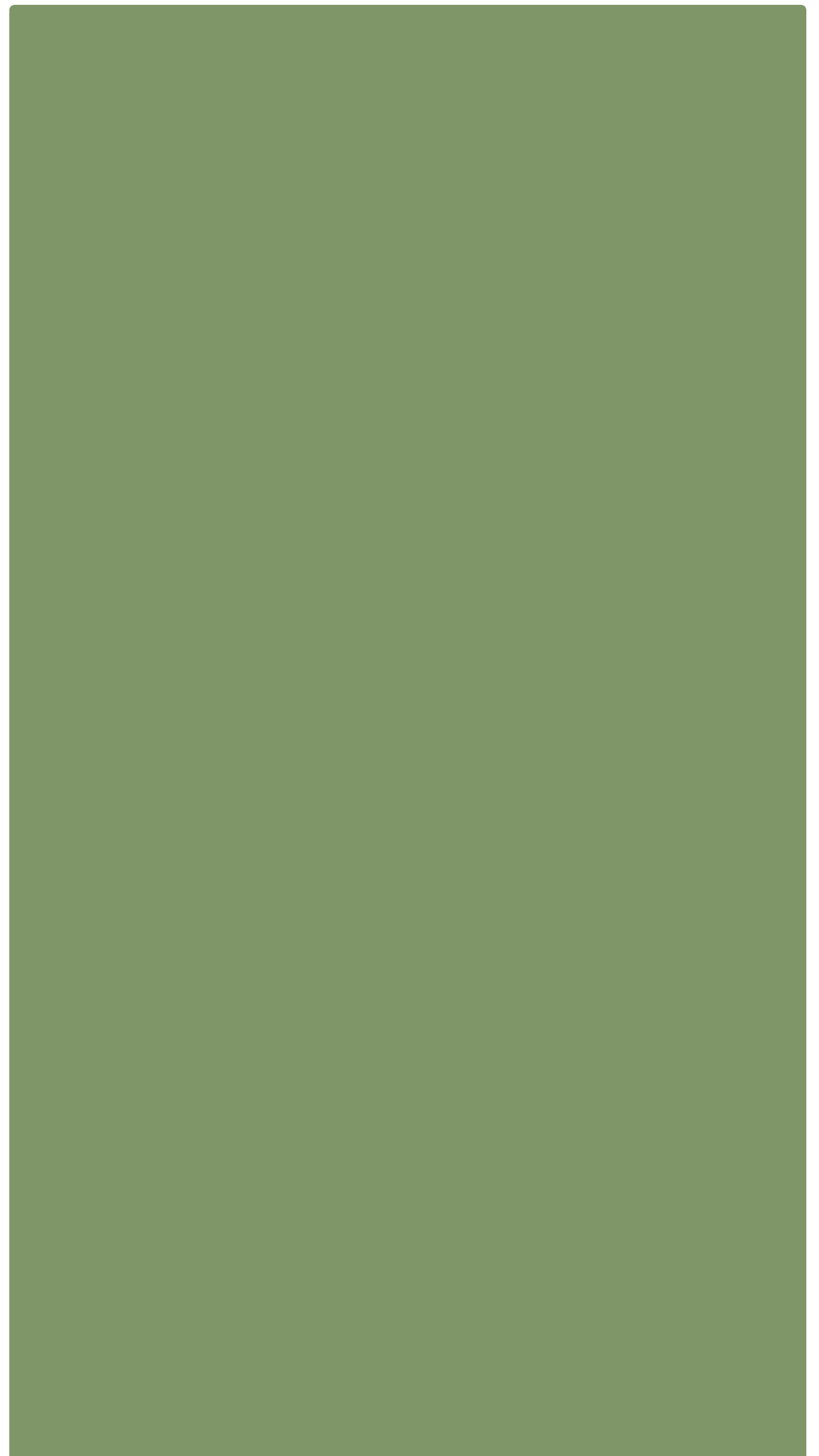


The World Bank defines social inclusion in this way: “The process of improving the ability, opportunity, and dignity of people, disadvantaged on the basis of their identity, to take part in society” (World Bank, 2013, p. 4).

The understanding of identity has a multitude of layers and intersectionalities that range from, but not limited by, gender to sexuality and from skin tone to the medium of language instruction.

Individual behaviour, organizational mindset and political policy are influenced by biases, prejudices and pre-conceived notions. It is time to re-examine the various facets of how human capital in organizations can be sensitively taken care of.

The hour long program that includes fifteen minutes of question and answer of MIBS on ‘social inclusion’ covers the following:





Content

A. Diversity in Human Race

- Various facets

B. What is marginalization and discrimination?

- Decoding the concepts

C. The impacts: – “Trauma, Self-Worth, Self Esteem”

- Childhood
- Growing up years

D. Opinions becoming Beliefs

- 'Fair and lovely' hence 'dark and ugly'
- The Macho Male Mindset

E. Developing a sense of community/tribe/safe space

F. MH impact of marginalization

G. Way forward

- Cherishing diversity to harness potential
- Change begins from within