

HOW TRP® TRAINING PROMOTES ACCEPTANCE OF DIVERSITY AND INCLUSION IN THE WORKPLACE

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“It’s from the seed of respect that an environment of inclusivity grows.”

Don’t we all know people who appreciate diversity, are accepting of others and are naturally inclusive, yet, have never been to diversity training? They may include a manager, receptionist, custodian, or anyone.

Why is this so? Why are they that way?

Our answer: They have an appreciation for and acceptance of diversity and an attitude that embraces inclusion. These qualities are part of our essence and our potential as human beings. These people have come in contact with and developed the ability to express that part of themselves that is inclusive. For them, there is no “issue” around differences in people.

How do we encourage others to embrace and express these qualities? Our answer is for employers to foster an environment and process which will assist employees in removing the barriers to this expression so that the positive qualities will rise to the surface in individual and organizational activities. What are these barriers? They are often fear, criticism, blame—all rooted in the “*victim mentality*.” After training 140,000 people, we conclude that the main barrier for person “A” to express respect for person “B” is that “A” feels, in some ways, “victimized” by “B,” (or by the entire group/class of “B’s.”) Furthermore, the “B’s,” in turn, feel victimized by the “A’s.” When that victim mentality is released via the TRP® training, the goals of any program to increase inclusivity become achievable.

Once these barriers are identified and released, the employer must provide workers with an acceptable way to express their best including respect for others, no matter the differences. TRP® training helps people develop the qualities to express their best in relationships because the essence of TRP® is inclusivity.

This training provides a way of moving beyond blame and judgment of others. *This is the strength of TRP® training.* It instills in each participant the conviction “I can interact with others different from me in a positive, constructive and respectful way” and further instills in each participant the courage and confidence to do so.

Since TRP® is foundational to a successful diversity initiative, once this attitudinal shift occurs, then more specific information on diversity and inclusion will be better assimilated by participants.

A work place that is inclusive is one where behavior is based on respect, is accepting of differences and not victimized by them. Specifically, in promoting an acceptance of diversity, two recommended actionsⁱⁱ for the worker are:

1. Build meaningful relationships with people who are different than you; then
2. Influence others, by your actions and example, to do the same.

TRP® training aids in both of these tasks.

TRP®, being values and character based, supports organizational goals including respect, integrity, continuous improvement, creativity and personal renewal. TRP® profoundly impacts teamwork and thus fosters the acceptance of differences.

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Other benefits of TRP®:

- It facilitates the development and expression of individual human potential.
- It offers a powerful mentoring/coaching model that provides a common language when both mentors and mentees participate in the training.
- Emotionality is minimized, enabling minds to function in solving problems.
- Diverse minds unimpeded by the victim consciousness are more creative and innovative.
- Generational differences are bridged. Having employees with a wide variety of ages in the training results in bonding through a common experience and development of a shared value and belief system all can embrace.
- It fosters the creation of an attitude of openness/inclusiveness that eliminates fear-based separation, criticism, blame and judgment.
- Participants develop the courage to be inclusive and engage in discussions about diversity.
- Respect in general is elevated among those trained, because character is emphasized and seen as a desirable trait.
- It is independent of the “system” and supports whatever systems leaders implement. It is the lubricant that makes the engine run smoother.
- Employees begin to own their attitudes and behaviors and renew their commitment to the purpose of the organization.

Diverse populations resonate strongly to the principles of personal responsibility. The training taps into a universal stream of core values embraced by many cultures and societies. Certain traits of character such as respect, responsibility, integrity, and the potential of the individual are valued by most religions and ethnic groups.

After our presentations the people who most frequently approach us to express their appreciation and enthusiasm are African Americans.

Mary Aitchison, Inuit Director of Kativic Board of Education in Kuujjuaq, Quebec, (Tel. 819-964-1136) commented on the enthusiastic response of Inuit who participated in a two day TRP® training: “This training has, more than any other, reinforced the values taught to us by our elders.”

Roxanne Gorman, department Manager of the Navajo Nation Program for Self Reliance (Tel. 928-810-8553), says “I have personally experienced the training twice and gained new insights each time. The principles are the same as the traditional teachings taught by the holy people of our tribe to promote and encourage responsibility and to pursue personal goals in becoming self reliant. The benefits we have obtained from the workshop have been enormous for our team to apply to a positive work environment that will improve our delivery of service to our clients and their dependents.”

ⁱ The acronym “TRP®” stands for “Totally Responsible Person®” and will be used throughout to refer to the training known as “Becoming the Totally Responsible Person®.”

ⁱⁱ “Diversity Practices That Work,” National Urban League Web site [here](#) on June 16, 2010.