



# From Diversity To Inclusivity

By JOY RAMOS

Martin Luther King was a remarkable visionary in furthering the concept of Unity in Diversity.

Dr. King was a spokesman. He gave definition to our Self as having inherent rights, deserving of equality and respect. It was a loving reminder of who we are, having human rights, idealized by our Founding Fathers.

Through Martin Luther King, we recognized the Self in importance to the Whole. King gave us greater vision to embrace Diversity. He called for Diversity in schools, Diversity in Business, Diversity in communities... everywhere!

**It is now commonplace.**

Martin Luther King was very progressive in his thinking. We are now recognizing King's message of Unity to also mean Inclusivity. This was not a prophecy. It was a realization that once we accept Diversity, we could progress to the next level.

Diversity teaches us to honor differences. Inclusivity as an emerging culture requires a collective shift in awareness. It is an alternative to the adversarial model that helps create common ground and shared vision. "The end goal is to develop a sense of community in which members recognize that they depend on each other. My fate is linked with yours," explains Sharif Abdullah, founder of the Commonway Institute.

Practicing Inclusivity allows us to respect our inter-relatedness by thinking in whole systems. It is a nonviolent means

of creating win/win solutions.

Sharif further adds that Inclusivity builds cooperative relationships that respect the highest in each person. It releases enemy images, enhances self-esteem, allows us to use intuition and "attunement" in decision-making and shifts us from a mechanistic to spiritual, value-oriented perspective.

Collectively, we can go in several future directions with Diversity and Inclusivity. There are two very interesting paths before us.

Advanced technological changes, Globalization and Low Economic Growth can

steer us toward a return to communities, ancient ethnic identities, local economies and traditional spirituality.

**There is another way.**

Advanced technological changes, Globalization and High Economic Growth can create a future cherished by people, voluntary simplicity and reverence for traditional societies.

Martin Luther King made his hopes clear: Honor the Self, Embrace Diversity and Live in Unity.

This living challenge are conditions for all of us to co-create as we enter the new millennium. Can we accept it?



A huge rally at Soldier Field in Chicago on July 10, 1966 held by Martin Luther King supporters.

DECLINING PARADIGM	EMERGING PARADIGM
Change comes from an intelligentsia, Trained, educated and dedicated.	Change comes from all.
Advocates of particular interest groups.	Advocates of the Whole.
Participation and change takes place with identified groups and identified leaders.	Everyone participates and "leads"; everyone is included.
Truth emerges from and adversarial Process (winners and losers).	Truth emerges from the Interplay of the whole. (win-win scenarios).
Community=those who agree with you	Community=everyone affected by an issue.
"Constructing Community"	"Improvising Community"
Change which is induced through fear	Vision-induced change.
Change at the expense of social capital.	Change increases social capital.
Information must be controlled.	Err on the side of too much Information.
Management at the highest possible level.	Management at the lowest Possible level.
Personal empowerment of "leader"	Community empowerment.
Temporal leadership models.	Servant leadership models.
"Power-over" community development: <i>When the work is finished, the people say: "Hail to the Leader!"</i>	Taoist community-building: <i>When the work is finished, the people say: "We did this ourselves!"</i>

"I cannot reach fulfillment without "thou". The self cannot be self without other selves. Self-concern without other-concern is like a tributary that has no outward flow to the ocean."  
-Martin Luther King

*Happy Birthday  
Martin Luther King*

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-Dr. Martin L. King Jr  
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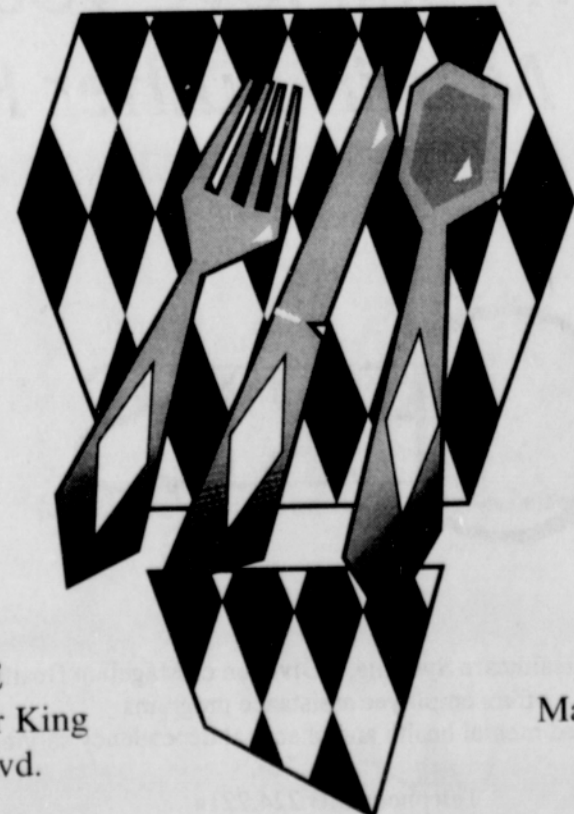
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