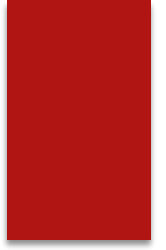




Why We Do What We Do

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Dignity

Dignity is an internal state of peace that comes with the recognition and acceptance of the value and vulnerability of all living things.

Donna Hicks ,Ph.D., [Dignity: The Essential Role it Plays in Resolving Conflict](#)

The Dignity Model

- ▶ Dignity Model – is an approach developed to help people understand the role that dignity plays in their lives and relationships.
- ▶ Response to what Hicks' observed to be a missing link in our understanding of conflict: **our failure to recognize how vulnerable humans are to being treated as if they didn't matter.**
- ▶ Message of the Model – demonstrate the care and attention for yourself and others that anything of value deserves.

Dignity vs. Respect

- ▶ Dignity is different from respect
- ▶ Dignity is a birthright
- ▶ Dignity is a right, respect is earned

Evolution of Dignity in Society/Culture

- ▶ We are social beings that grow and flourish when our relationships are intact.
- ▶ What seems to be of the utmost importance to humans is how we feel about who we are. We long to look good in the eye of others, to feel good about ourselves, to be worthy of others' care and attention.
- ▶ Dignity Violations
- ▶ We are becoming aware of our outdated humiliating ways of ordering society and a new human rights culture is taking shape; the value of each and every human being is being recognized.

10 Essential Elements of Dignity

- ▶ Acceptance of Identity
- ▶ Inclusion
- ▶ Safety
- ▶ Acknowledgement
- ▶ Recognition
- ▶ Fairness
- ▶ Benefit of the doubt
- ▶ Understanding
- ▶ Independence
- ▶ Accountability

Acceptance of Identity

APPROACH PEOPLE AS BEING
NEITHER INFERIOR NOR SUPERIOR.

GIVE OTHERS THE FREEDOM TO
EXPRESS THEIR AUTHENTIC SELVES
WITHOUT FEAR OF BEING NEGATIVELY
JUDGED.

INTERACT WITHOUT PREJUDICE OR
BIAS, ACCEPTING THE WAYS IN
WHICH RACE, RELIGION, ETHNICITY,
GENDER, CLASS, SEXUAL
ORIENTATION, AGE, AND DISABILITY
MAY BE AT THE CORE OF OTHER
PEOPLE'S IDENTITIES.

ASSUME THAT OTHERS HAVE
INTEGRITY.

Inclusion

MAKE OTHERS FEEL THAT
THEY BELONG, WHATEVER
THE RELATIONSHIP –
WHETHER THEY ARE IN
YOUR FAMILY,
COMMUNITY,
ORGANIZATION OR
NATION.

Safety

PUT PEOPLE AT EASE AT TWO LEVELS: PHYSICALLY, SO THEY FEEL SAFE FROM BODILY HARM AND PSYCHOLOGICALLY SO THEY FEEL SAFE FROM BEING HUMILIATED.

HELP THEM TO FEEL FREE TO SPEAK WITHOUT FEAR OF RETRIBUTION.

Acknowledgement

GIVE PEOPLE YOUR FULL
ATTENTION BY LISTENING,
HEARING, VALIDATING, AND
RESPONDING TO THEIR
CONCERNS FEELINGS AND
EXPERIENCES.

Recognition

VALIDATE OTHERS FOR
THEIR TALENTS, HARD
WORK, THOUGHTFULNESS
AND HELP.

BE GENEROUS WITH
PRAISE, AND SHOW
APPRECIATION AND
GRATITUDE TO OTHERS
FOR THEIR CONTRIBUTIONS
AND IDEAS.

Fairness

TREAT PEOPLE JUSTLY, WITH
EQUALITY, AND IN AN
EVENHANDED WAY ACCORDING
TO AGREED-ON LAWS AND RULES.

PEOPLE FEEL THAT YOU HAVE
HONORED THEIR DIGNITY WHEN
YOU TREAT THEM WITHOUT
DISCRIMINATION OR INJUSTICE

Benefit of the Doubt

TREAT PEOPLE AS TRUSTWORTHY.

START WITH THE PREMISE THAT
OTHERS HAVE GOOD MOTIVES
AND ARE ACTING WITH
INTEGRITY.

Understanding

BELIEVE THAT WHAT OTHERS THINK
MATTERS.

GIVE THEM A CHANCE TO EXPLAIN
AND EXPRESS THEIR POINTS OF VIEW.

ACTIVELY LISTEN IN ORDER TO
UNDERSTAND THEM

Independence

ENCOURAGE PEOPLE TO ACT
ON THEIR OWN BEHALF SO
THAT THEY FEEL IN CONTROL
OF THEIR LIVES AND
EXPERIENCE A SENSE OF HOPE
AND POSSIBILITY.

Accountability

TAKE RESPONSIBILITY FOR YOUR
ACTIONS.

IF YOU HAVE VIOLATED THE
DIGNITY OF ANOTHER PERSON,
APOLOGIZE.

MAKE A COMMITMENT TO
CHANGE YOUR HURTFUL
BEHAVIORS.

How can our small actions make big impacts?

- ▶ By meeting them “where they are”
- ▶ By asking questions and listening
- ▶ By giving them hope
- ▶ By believing them
- ▶ By helping them set a positive life trajectory

How can our small actions make big impacts?

- ▶ By your actions in your community
- ▶ By accepting that “apparent problems” are fixed more effectively when they’re first understood [Margaret McCartney]
- ▶ By acknowledging that mistakes happen and being honest breeds forgiveness and better practice [Margaret McCartney]
- ▶ By aiming not to “raise awareness” but to improve knowledge
- ▶ By remembering it's not about us, it's about them

“

Treat people as they want to be and you help them become what they are capable of being.

”



JOHANN WOLFGANG VON GOETHE



Thank
You.