

Teach Diversity, Equity, and Inclusion Through the 7 Habits

The 7 Habits of Highly Effective People are based on principles of effectiveness for people of all ages. The 7 Habits can support us as we strengthen our school community to promote diversity, equity, and inclusion (DEI). Learn how to build a more inclusive and equitable class and school culture through the 7 Habits of Highly Effective People.

HABIT	DEI CONNECTION TO 7 HABITS KEY CONCEPTS	EMPOWERED-LEARNING LESSON PLAN
Paradigms and Principles of Effectiveness	Paradigms are our mental map of the world and are a foundational concept in 7 Habits learning. Examining how our experiences and identity shape our paradigms promotes deeper self-awareness and creates a culture that values diversity.	Learning Target: I can express key aspects of my identity and examine how my identity impacts paradigms of myself and others. Identity, Paradigms, and Diversity Empowered-Learning Plan
H1 Habit 1: Be Proactive® <i>You're in charge.</i>	As marginalized people around the world face inequity, it is possible for students to feel helpless. Teaching students to focus on their Circle of Control develops agency and encourages students to develop the capacity and propensity to take purposeful initiative.	Learning Target: I can focus on my agency and Circle of Control when I encounter inequity. Equity and My Circle of Control Empowered-Learning Plan
H2 Habit 2: Begin With the End in Mind® <i>Have a plan.</i>	When we Begin With the End in Mind, we define the results we want to achieve—often through mission statements. Let's audit our class mission with an eye towards diversity and inclusion. Does our class mission represent who we are at our very best?	Learning Target: I can Begin With the End in Mind to be a more inclusive leader. Our Inclusive Classroom Empowered-Learning Plan
H3 Habit 3: Put First Things First® <i>Work first, then play.</i>	An “upstander” is a person who puts first things first by demonstrating courage and speaking up for an individual or cause in the face of injustice. Although it may be difficult, having the courage to live with integrity by acting as an upstander is an essential leadership skill.	Learning Target: I can practice integrity and say “yes” to acting as an upstander. The Courage to Be an Upstander Empowered-Learning Plan
EBA Emotional Bank Account	When we celebrate others, we make deposits into their Emotional Bank Account (EBA). We can combat inequities and injustice through small acts of kindness and build our Emotional Bank Account with others.	Learning Target: I can foster a sense of belonging in my classmates by making Emotional Bank Account deposits. Deposits of Kindness Empowered-Learning Plan

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<p>H4 Habit 4: Think Win-Win® <i>Everyone can win.</i></p>	<p>Think Win-Win is about balancing courage and consideration. Choosing courage enables us to stand up for what is important and make progress on issues related to diversity, equity, and inclusion. Demonstrating consideration reminds us of others' humanity and capacity to grow.</p>	<p>Learning Target: I can balance courage and consideration when having difficult conversations. Thinking Win-Win in Difficult Conversations Empowered-Learning Plan</p>
<p>H5 Habit 5: Seek First to Understand, Then to Be Understood® <i>Listen before you talk.</i></p>	<p>The goal of teaching diversity, equity, and inclusion is to build our ability to understand and to be understood as we connect with others. Habit 5 invites us to listen empathically and seek diverse perspectives to avoid damaging biases and stereotypes.</p>	<p>Learning Target: I can listen with empathy and curiosity to learn multiple sides of a person's story. Stereotypes and the Danger of a Single Story Empowered-Learning Plan</p>
<p>H6 Habit 6: Synergize® <i>Together is better.</i></p>	<p>Synergy does not just tolerate or appreciate differences, it truly celebrates them. This regular practice of celebration unlocks the door to synergy in a group and can actively combat injustice. Learning to celebrate differences at a young age teaches students to honor what is different about themselves and in others, encouraging them to bring their whole self to school.</p>	<p>Learning Target: I can celebrate differences and identify the advantages of working with a diverse group of people. Differences Are Opportunities Empowered-Learning Plan</p>
<p>H7 Habit 7: Sharpen the Saw® <i>Balance feels best.</i></p>	<p>It is no small thing to be on the receiving end of discrimination, harassment, or bias. These experiences are damaging to our overall well-being. Habit 7 teaches us to prioritize self-renewal in body, mind, heart, and spirit, supporting our ability to deal with all of life's challenges.</p>	<p>Learning Target: I can renew my body, mind, heart, and spirit when coping with discrimination, bias, or bullying. The Courage to Cope Empowered-Learning Plan</p>
<p>H8 The 8th Habit®: Find Your Voice and Inspire Others to Find Theirs</p>	<p>When we combine our talents, passions, and conscience in a way that meets a need in the world, we find our voice. Once we find our voice, we are able to help others find theirs. The 8th Habit helps us to identify the contributions we hope to make on the causes that matter most.</p>	<p>Learning Target: I can write a contribution statement that helps me find my voice and take action on a need I see that is important to me. My Voice and Contribution Empowered-Learning Plan</p>