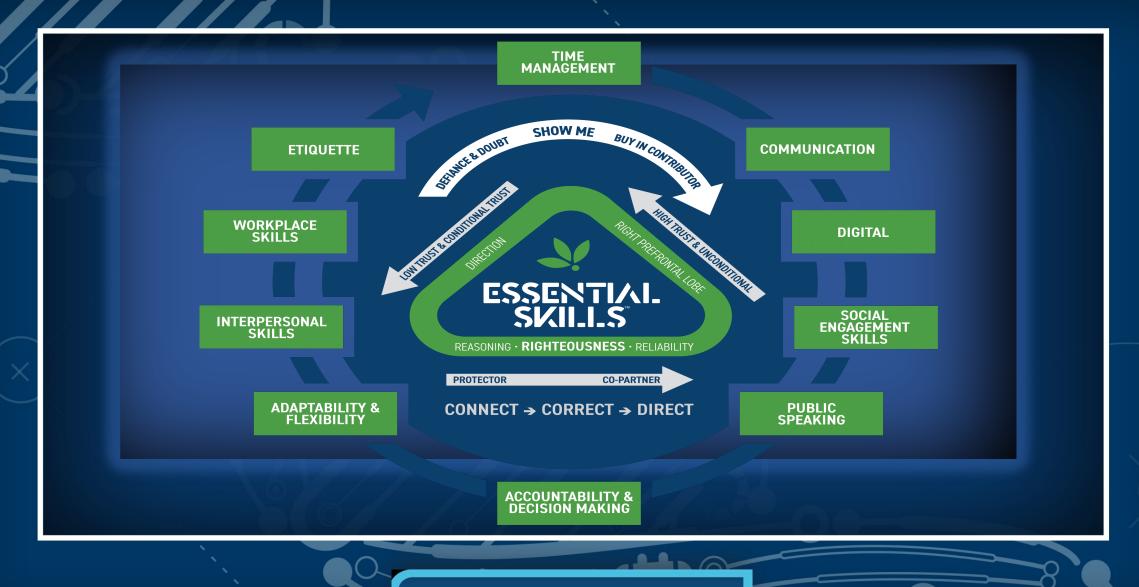




Diversity:

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.







Diversity:

LOOK AT YOU:

LOOK AT ME:

The difference between us?

Visible: What you see, or within the range of wavelengths to

which the eye is sensitive

Invisible: unable to be seen; not visible to the eye

Inclusion: The action or state of including or of being

included within a group or structure (look at like this)



Belonging

The universal longing for human bonds is cultivated by relationships of trust so that the child can say, "I am loved."

Independence

Free will is cultivated by responsibility so that the child can say, "I have the power to make decisions."

Mastery

The inborn thirst for learning is cultivated; by learning to cope with the world, the child can say, "I can succeed."

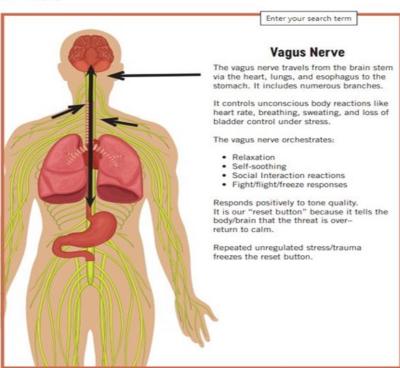
Generosity

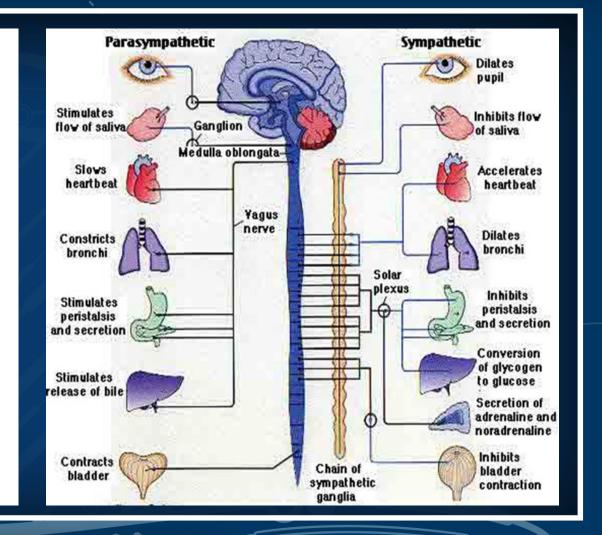
Character is cultivated by concern for others so that the child can say, "I have a purpose for my life." The Circle of Courage –
Belonging, Mastery,
Independence, Generosity – is
the foundation for psychological
resilience and positive human
development.



The Polyvagal Theory

The Parasympathic Nervous System (PNS), the same system that can shut us down and immobilize us, has another branch called the social engagement system which ALSO governs goodness and belonging.

















ESSENTIAL SKILLS An Enrich Program at Richland Community College











POLYVAGAL CHART

The nervous system with a neuroception of threat: Conservation of Energy Dissociation Shame Numbness Shut-Down Depression Hopelessness DORSAL VAGAL Raised pain threshold Preparation for death (LIFE THREAT) Trapped Hypoarousal "I CAN'T" _ _ _ AROUSAL INCREASES "I CAN" Rage Panic SYMPATHETIC Anger Fear (DANGER) Irritation Anxiety Hyperarousal Worry & Concern Frustration The nervous system with a neuroception of safety: Calmness in connection Curiosity/Openness Connection • Safety Settled Compassionate Oriented to the Environment Groundedness Mindful / in the present VENTRAL VAGAL (SAFETY)

When VVC is dominant, SNS and DVC are in transient blends which promote healthy physiological functioning

PARASYMPATHETIC NERVOUS SYSTEM

DORSAL VAGAL COMPLEX

Increases

Fuel storage & insulin activity • Immobilization behavior (with fear)
Endorphins that help numb and raise the pain threshold
Conservation of metabolic resources

Decreases

Heart Rate • Blood Pressure • Temperature • Muscle Tone
Facial Expressions & Eye Contact • Depth of Breath • Social Behavior
Attunement to Human Voice • Sexual Responses • Immune Response

SYMPATHETIC NERVOUS SYSTEM

Increases

Blood Pressure • Heart Rate • Fuel Availability • Adrenaline Oxygen Circluation to Vital Organs • Blood Clotting • Pupil Size Dilation of Bronchi • Defensive Responses

Decreases

Fuel Storage • Insulin Activity • Digestion • Salivation Relational Ability • Immune Response

PARASYMPATHETIC NERVOUS SYSTEM

VENTRAL VAGAL COMPLEX

Increases

Digestion • Intestinal Motility • Resistance to Infection
Immune Response • Rest and Recuperation • Health & Vitality
Circulation to non-vital organs (skin, extremities)
Oxytocin (neuromodulator involved in social bonds that allows immobility
without fear) • Ability to Relate and Connect
Movement in eyes and head turning • Prosody in voice • Breath

Decreases

Defensive Responses

rubyjowalker.com

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VVC is the beginning and end of stress response.

Adapted by Ruby Jo Walker from: Cheryl Sanders, Anthony "Twig" Wheeler, and Steven Porges.



Belonging is good for business "If workers feel like they belong, companies reap substantial bottom-line benefits. High belonging was linked to a whopping 56% increase in job performance, a 50% drop in turnover risk, and a 75% reduction in sick days. For a 10,000-person company, this would result in annual savings of more than \$52M. Employees with higher workplace belonging and independence also showed a 167% increase in their employer promoter score (their willingness to recommend their company to others). They also received double the raises, and 18 times more promotions.





Independence/Autonomy:

Humans need opportunities to develop self-sufficiency and self-governance. This is accomplished by being given opportunities to accept responsibility and prove oneself trustworthy. From these learning experiences, people can self-manage their actions and make good choices. They learn how their decisions influence their destiny.

Persons with a strong sense of "Independence" feel in control of themselves, their behavior, and their lives. They have a well-developed sense of autonomy and accept responsibility for themselves and their actions. On the other hand, those who have a lessened or absent sense of independence are likely to engage in "scatter-brained" or disorganized behavior, be easily swayed by others into engaging in irresponsible or inappropriate actions, and blame circumstances/others for their actions.



