

A Tribute to a Martin Luther King Conversation

There is one fundamental truth about this planet, its fundamental nature is **Differences**. I would suggest that the word **Diversity** is synonymous with Differences. Regardless of the dictionaries or languages or cultures, differences were here before humans emerged/evolved and they will still be here long after we are gone....because we seem to be bound and determined to annihilate ourselves and as much organic life as possible because of our apparent necessity to create value with respect to everything that exists—both animate and inanimate. Then proceed to create “comparative value” as the basis for disagreement and/or conflict. Whether its religion, books, physical appearances, the nature of a day, or whatever else we can literally “dream up.” (I emphasize the word “we.”)

This is my point. Differences are an inherent part of human existence. Most, if not all of them are neutral until we humans, in our infinite wisdom, decide to place a value on them....which in some cases evolve into truths. Now, we have the basis for most of the conflicts in the history of human existence. From the mundane to the most important to the most serious, in reality. Hence the phrase in the song “We Are The World,” “We’re saving our own lives.”

Diversity in the Workplace has been a most recent institutionalized effort for (all) humans to **BEGIN** learning how to resolve differences that have the potential to **avoid** conflict and violence, and the **reality** of human self-annihilation. Through the transformation of a critical mass of humans to human beings. Apparently, it is assumed that such a transformation of this magnitude should be accomplished in less than forty years for a condition that’s been around for many, many centuries. And at a “reasonable cost!”

A Global Transformational Conversation