

ERASING HATE: Lessons I Learned From My Klansman Grandfather

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Yes, I am a Civil Rights Attorney.

Yes, I have been an Inclusion, Equity and Diversity (IED) trainer for 25 years.

Yes, I published a best-selling book on Tolerance.

And yes, my grandfather was in fact a Klansman.

I learned many things by having a Klansman in the family, but most importantly, I know first-hand why my grandfather joined the Ku Klux Klan in the first place. However, if he was alive today, I believe I could help to **REWIRE** his brain and he would become a different man.

In this session, we will examine ...

- Why is the number of **HATE GROUPS** in this country **TWICE WHAT IT WAS IN 2000** ... and is now the **HIGHEST IT HAS EVER BEEN**?
- What is **DEHUMANIZATION** ... and do we all do it?
- What role does the first **NINE MONTHS OF LIFE** have to do with **RACISM**?
- What part of the brain literally **SHUTS OFF** when we **DEHUMANIZE** others?
- Why would someone lynch another person ... and then **PROUDLY POSE** in front of the body?
- What is the difference between **TOLERANCE and ACCEPTANCE**?
- Why is **TOLERANCE REQUIRED** by the **U.S. SUPREME COURT** and the **EEOC**?
- Why do you **DEMAND TOLERANCE** but **BUILD ACCEPTANCE**?
- What is **COMPETITIVE VICTIMIZATION**?
- How will **COMPETITIVE VICTIMIZATION** **KILL** ANY TOLERANCE PROGRAM?
- What is **BOOMERANG BIGOTRY** ... and why do so many of us see it **EVERY DAY**?
- If **RACISM** against anyone is wrong ... **THEN WHY DO WE DO IT**?
- What is **ACCEPTABLE BIGOTRY**?
- How does **ACCEPTABLE RACISM REWIRE** us to become bigots?

- **HOW** can we **REWIRE** our brain to overcome our **BIGOTRY**?
- How can even the most hardened **NAZIS CAN REWIRE THEIR BRAIN** to be **ACCEPTING** of others?

Based on Scott's #1 Best-Sellers, *Living The Five Skills of Tolerance* and *Healing The Human Brain*, he will show you how we can all **ERASE THE HATE AND BIGOTRY FROM OUR BRAINS** in his own unique, practical and entertaining style and how to use this information **IMMEDIATELY!**

Learning Points

In this session, you will learn ...

- Why more people are joining **HATE GROUPS** than ever before in our history,
- How **ACCEPTABLE RACISM REWIRES** us to become bigots and
- How we can all **REWIRE OUR BRAINS** to become **ACCEPTING OF OTHERS.**

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Scott's Bio

Scott Warrick (www.scottwarrick.com) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees on site in his own unique, practical and entertaining style.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, ***Solve Employee Problems Before They Start: Resolving Conflict in the Real World***, is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s next book, ***Living The Five Skills of Tolerance***, is also a #1 Best Seller in 13 categories on Amazon. His most recent book, ***Healing The Human Brain***, is an International Best Seller in 14 categories with sales in over a dozen countries worldwide.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which are customized for each client. Scott is a national speaker who travels the country presenting seminars on such topics as Healing The Human Brain, Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “**TOLERANCE & BRAIN HEALTH**” program.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott’s videos are also favorite tools for anyone wanting easy, convenient and affordable access to in-house training, including his **SCOTT'S SUPERVISOR MASTER VIDEO SERIES** and his **STOP BULLYING & HARASSMENT NOW!** video, which complies with all of the new EEOC Harassment Training Guidelines.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to www.scottwarrick.com.