



People of Color in Predominantly White Institutions (PoC in PWI)

Mission: To Develop
Enlightened Citizens
For the 21st Century



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Sources of Human
Capital

People of Color (PoC) in Predominately White Institutions (PWI)

This model provides a framework for what most People of Color (PoC), and most women, in Predominately White Institutions (PWI) experience, and what that experience could be. We begin with four basic assumptions:

1. We must begin with the fundamental understanding that most Predominantly White Institutions (PWI) were not designed for People of Color (PoC), or for women.
2. Most PWI leaders and Diversity, Equity and Inclusion (DEI) leaders work from opposite ends of the same page.
3. Both, PWI and DEI leaders operate from a general mission, To Develop Enlightened Citizens for the 21st Century.

4. The goal is for both leaders to create an environment that employs the skills, knowledge, and attitudes necessary to actualize their common mission, and generate a mutually beneficial growth experience for ALL of its members.

To learn more, contact The Institute for Human Relations, Inc.

