



Human Difference and Creation of Better Social Worlds: An Autoethnography

**Kathy Isaacson
November 10, 2014
Tilburg University**

Human Difference and Creation of Better Social Worlds:

An Autoethnography

Proefschrift

ter verkrijging van de graad van doctor aan Tilburg University
op gezag van de rector magnificus, prof. dr. Ph. Eijlander,
in het openbaar te verdedigen ten overstaan van een door het
college voor promoties aangewezen commissie
in de Ruth First zaal van de Universiteit
op maandag 10 november 2014 om 16.15 uur
door
Kathy Lou Isaacson,
geboren op 15 november 1956 te Minnesota, USA.

Promotores: prof. dr. S. McNamee
prof. dr. J.B. Rijsman

Overige leden van de promotiecommissie:

prof. dr. M. Gergen
prof. dr. S. W. Littlejohn
dr. J. Lannamann
dr. M. V. Larsen

Table of Contents

Chapter One: Introduction	1
Note to Reader	1
Note to Self	3
A Taste of the Journey	4
My Personal Evolution by Decade	8
Autoethnography.....	10
Chapter 2: Backbone.....	14
Rib #1: Social Construction.....	16
Rib #2: Coordinated Management of Meaning	17
Rib #3: Systems Theory.....	18
Rib #4: Appreciative Inquiry	19
Rib #5: Moral Conflict and Transcendent Discourse	20
Chapter Three: Evolution by Decade.....	25
1970s: The “Me” Decade.....	25
1980s: The Cheesy Decade.....	39
1990s: The Peaceful Decade.....	53
2000s: The Naughty Decade (2000–2010)	109
Chapter Four: Reflections	152
Reflection #1: The Evolution of Communication and Conflict Has Led to Development of the World of Difference orientation.....	153
Reflection #2: Engaging Humans in the Creation of Their Preferred Future Works Well When Those Who Will Be Involved in the Future Take Part in the Design of the Creation Process.	177
Shifting forward: What Did I Experience That Has Promise to Grasp the Learnings from These Reflections and Build My Toolkit to Move Forward?	185
Chapter Five: Moving Forward	222
Example #1: Design Thinking for Educators in Bogotá, Colombia.	231
Example #2: Broadening Participation of Minorities in STEM	246
Appendix.....	258
References.....	288