



INSPIRE YOUTH JOURNAL

EXAMINING CORPORATE CULTURE

Emma Lin



“The beliefs and ideas that a company has and the way in which they affect how it does business and how its employees behave”.

This is the definition that Cambridge Dictionary assigned to the words “corporate culture”, a phenomenon seen increasingly frequently with the rise of office jobs requiring corporate settings. Also known as “company culture”, it should come as no surprise that human beings, with their innate desire for organization, sought to label the sphere in which they spend most of their professional lives. Rising trends using the buzzword “culture” have made a resurgence on social media platforms for this very reason, with wider working audiences seeking to homogenize their experiences and bond beyond differing backgrounds, fulfilling a desire for commonality. However, as widespread as the outreach behind this phenomenon has become, ***its specifics are still marginally shrouded in obscurity.***

Business professors Kim Cameron and Robert Quinn found, nearly 40 years ago, 4 distinctive subcategories within the corporate culture umbrella space. Distilled from global empirical data analysis, Cameron explains, ***“almost 90 percent of organizations worldwide can be categorized as having one or more of these culture types dominate in their organization.”*** The 4 types are as follows: **Clan, Adhocracy, Market, and Hierarchy.**

Clan culture emphasizes togetherness, seen most frequently in workspaces calling themselves a “family”. This workspace prioritizes qualities of unity and collaboration, leading to its alternate moniker: “collaboration culture”. Described as being a friendly workspace fostering positivity, this setting values strengthening bonds and creating relationships, where bosses are seen more as mentors compared to a traditional authoritarian figurehead.

Adhocracy culture’s name is derived from the Latin “Ad Hoc”- for this [situation], a title which reveals its characteristics. This workspace is one which looks kindly on a fast-paced idea generating landscape, where creativity is pursued and ideas are encouraged to be immediately acted upon. The subsequent entrepreneurial landscape produced translates to high productivity and growth because of a relentless thirst for innovation.

Market culture is portrayed as the stereotypical, cutthroat working arena: employees vie to win and are led by their equally-determined superiors. A high pressure environment, this workspace is marked by its intense yet high-reward system, which in conjunction motivates workers to fulfill the success metrics defined by the company.

Hierarchy, or “control” **culture** relies on systems. This is a workspace where command chains direct procedure, as opposed to more liberating spaces targeting freethinking. Leaders head their respective departments, and the focus shifts from producing extravagant results through sporadic measures to ensuring stable and reliable results with consistent delivery.

It’s important to note that these are merely generalizations; it’s not often that a company employs a textbook example of corporate culture in its entirety. Rather, an effective workspace thrives on amalgamations of the above. Each subject is also a double-edged sword, with both benefits and drawbacks. ***Understanding these environments to the best of our capacity can not only teach us the best ways to interact with our working systems, but also strengthen our adaptability as we shift to an expanding global diaspora.***

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THE RISE OF KAMALA HARRIS: THE ‘FENOMENON’ IN U.S. POLITICS

Morgan Dinh

On July 13th, eight shots echoed through Butler, Pennsylvania-an assassination attempt on Donald Trump that sent shockwaves across the nation.

A week later, the ninth shot rang. President Joe Biden exits the presidential race. He swiftly endorses the Vice President as his Democratic nominee.

Enter Kamala Harris, the trailblazing ‘fenomenon’ breaking barriers in America’s political landscape.

Early Life

Born in Oakland, California, on October 20, 1964, Kamala Harris grew up in a culturally rich and diverse household. Her mother, Shyamala, an immigrant from southern India, earned a doctorate in nutrition and endocrinology, while her father, Donald, who immigrated from Jamaica, studied economics. The two met and fell in love at the University of California, Berkeley, where they were both deeply involved in the civil rights movement.

From a young age, Harris was immersed in the world of politics and social justice, with her parents frequently taking her and her younger sister, Maya, to civil rights marches. These early experiences profoundly shaped her understanding of activism and justice.



Schooling

In 1982, Kamala Harris enrolled at Howard University, a historically Black university in Washington, D.C., where she earned her bachelor’s degree in political science and economics. At Howard, she joined Alpha Kappa Alpha, the nation’s oldest Black sorority. After graduation, Harris returned to California to attend law school at the University of California, Hastings, where she solidified her ambition to become a prosecutor in the district attorney’s office, driven by a desire to make an impact on her community.

District Attorney

Kamala Harris launched her legal career in Oakland as a deputy district attorney from 1990 to 1998, where she gained a reputation for her rigorous prosecution of gang violence, drug trafficking, and sexual abuse cases. Her commitment to justice led her to run for district attorney of San Francisco in 2004. Despite being an underdog, she unseated the Democratic incumbent, Terence Hallinan, and made history as the city’s first female district attorney. Throughout the race, Harris distinguished herself by adopting a firm law-and-order stance, though she remained steadfastly opposed to the death penalty. However, Harris's support for anti-truancy laws became a controversial highlight of her prosecutorial career. As district attorney, she instructed her office to press charges against several San Francisco parents whose children were repeatedly absent from elementary school, a call that outraged many in the community.



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Attorney General of California

In 2011, Kamala Harris made history as the first Black, first Asian American, and first woman elected as California's attorney general, winning by a razor-thin margin. During her tenure, she led the nation's largest state justice department and demonstrated her political independence. Notably, Harris rejected a settlement in a nationwide mortgage lawsuit, despite facing pressure from President Obama's administration. Harris instead managed to secure a much larger settlement for California- 5 times larger than the original offer. She also gained national attention for her refusal to defend Proposition 8, a ban on same-sex marriage, contributing to its eventual overturn in 2013. However, Harris faced criticism from progressive criminal justice reform advocates when she upheld California's death penalty in court, despite her personal opposition.

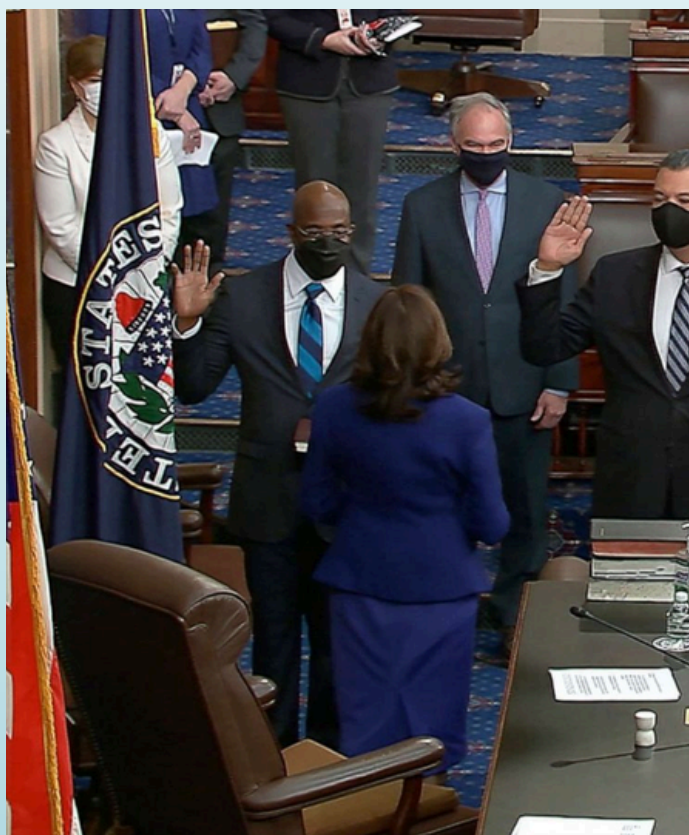
While serving as attorney general, Harris formed a close friendship with Beau Biden, the eldest son of Joe Biden, who was Delaware's attorney general at the time.

Marriage

In 2014, Kamala Harris married Doug Emhoff, a former law firm managing partner who later became the nation's first Second Gentleman. Their blended family includes Emhoff's children, Ella and Cole, who affectionately call Harris "Momala," according to her biography.

US Senate

In 2015, Kamala Harris launched her campaign for the U.S. Senate, aiming to succeed retiring Senator Barbara Boxer. As she climbed the ranks within the Democratic Party, she quickly gained support, including endorsements from President Obama and Vice President Biden. On the campaign trail, Harris advocated for immigration reform, criminal justice reform, higher minimum wages and women's reproductive rights. She won the 2016 election- blazing more trails, as she became the second Black woman and first Indian American to serve in the Senate.



Sworn in on January 3rd, 2017, Harris joined the Senate Judiciary and Intelligence Committees, where she became known for her sharp questioning style. According to her White House biography, Harris provided rent relief, expanded access to capital for small businesses and fought the climate crisis as Senator.

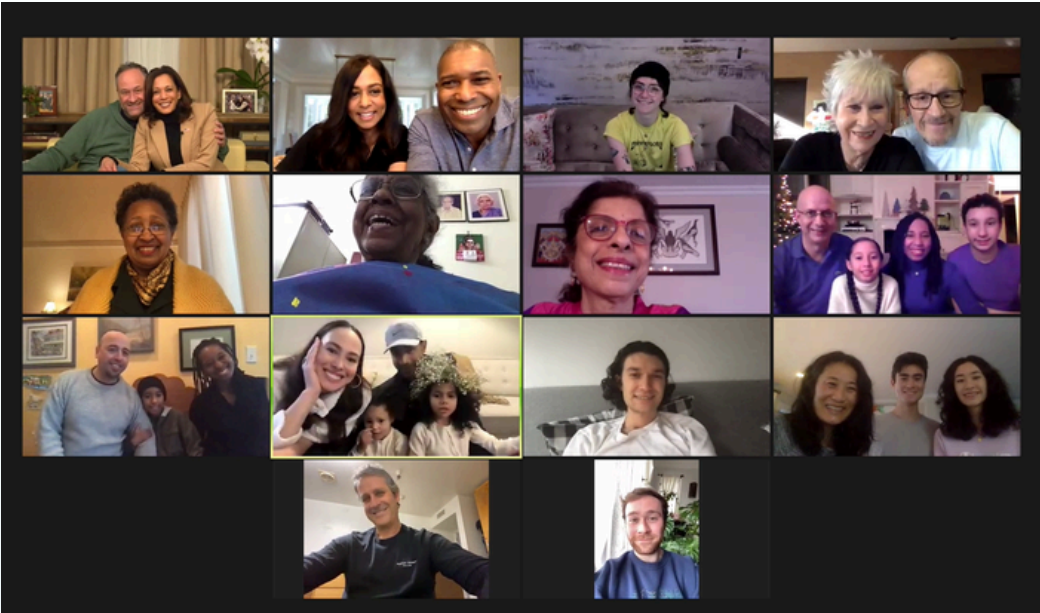
Presidential Campaign

In 2020, Kamala Harris launched her bid for the Democratic presidential nomination, where she was initially seen as a top contender. She gained attention for a heated debate with Joe Biden over his past stance on race related issues, where he opposed the desegregation of school buses in the 1970's and 80's. Despite an early surge, her campaign struggled to gain lasting momentum, leading her to exit before the Iowa caucuses. After withdrawing, Harris became a prominent advocate for social justice reform, particularly following the death of George Floyd, though some viewed her shift as politically motivated.



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Vice President

On January 20, 2021, Kamala Harris made history as the first female, Black, and South Asian Vice President of the United States. Breaking a nearly 200 year old record, Harris cast the most tie-breaking votes ever cast by a vice president. As Vice President, her responsibilities included tackling the root causes of increased migration from Latin America, advocating for voting rights, and protecting reproductive rights in the wake of restrictive abortion rulings. Harris emerged as a leading voice in defending abortion access and continued this focus in Biden's 2024 campaign, highlighting the risks of reelecting Trump. Biden later called his choice to select Harris as his running mate as “the best decision I’ve made.”

Breaking Fundraising Records

After President Joe Biden withdrew from the race, Harris raised a record-breaking \$81 million in just 24 hours. Her momentum continued, as nearly 100,000 Black supporters contributed over \$2 million within 48 hours of her presidential bid announcement.

Additional Zoom fundraisers targeted other supporter groups, including a call for white women that drew around 100,000 participants, causing several Zoom crashes.

The fundraising effort kicked off with a Zoom call, where over 44,000 Black women rallied support, attracting attention from celebrities like Yvette Nicole Brown and Jennifer Lewis. This single Zoom call raised more than \$1.5 million. The momentum continued with a call featuring 50,000 Black men, co-hosted by journalist Roland Martin, which raised \$1.3 million in just four hours. High-profile participants included John Legend, Don Lemon, and Cory Booker.

This event raised over \$1.8 million and featured celebrities such as Katie McGrath and Pink. Fundraising efforts also included calls from LGBTQ+ and South Asian communities, further contributing to Harris’s record-breaking campaign totals.

Making History

Kamala Harris is set to make history once more, following her trailblazing roles as San Francisco's first female district attorney, California's first female attorney general, and the second Black woman elected to the U.S. Senate. As the first female, Black, and Asian American vice president, she is poised to become the first woman of color to lead a national ticket if nominated at the Democratic National Convention and, if elected, America’s very first female president.



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SELF SUSTAINABILITY VS. TRADE; HOW THE WORLD BECAME FULL OF DRONES AND SHIPPING CRATES

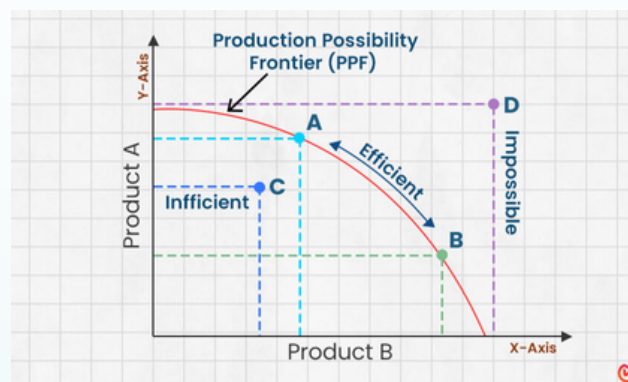
Helen Anderson

For centuries, economists have tried to achieve the goal of making the best possible lives for citizens. But the only way to do that is money, and nations need lots of it. Today we will be talking about the most effective way for a country to make money, and whether it's doing everything itself, or buying goods it needs from elsewhere.

In 1920s America, acts like the Smoot-Hawley Tariff Act aimed to decrease citizen dependency on foreign goods and increase the amount of people buying local goods.



These tariffs would add taxes on foreign products, making them more expensive and less appealing. Although it had good intentions to help American farmers and production rather than those of foreign countries, what it really caused was higher prices for civilians, and was a key contributor to the Great Depression.



Although the idea behind tariffs seems to make sense, the reason they ultimately failed is based on the concept of the production possibility frontier. This model shows a country producing two products with the materials they have. For example, we'll say that if America uses 100% of its resources, it can make a maximum of 1 million laptops and 0 smartphones, or 0 laptops and 5 million phones, or go somewhere in the middle to produce a mix. Now, imagine that Vietnam can make 100,000 laptops or 300,000 phones. It seems like it doesn't make sense for America to trade at all with Vietnam, because America can already make more laptops and phones. However, we have to look at who has the comparative advantage. For every laptop America makes, they could be making 5 phones, which means that every laptop costs 5 phones worth of time, resources, and energy. In Vietnam, that number is only 3, meaning that Vietnam has a comparative advantage in producing laptops compared to America. If America, instead of making all of its own laptops, buys them from Vietnam at a price of 4 phones per laptop, America is saving money, while Vietnam is making extra, benefiting everyone.

This concept is why specialization is so important. The reason that hundreds of years ago, a person would have grown all of the crops they need, tend their own animals, and bake their own bread, compared to today where there's a different person for each step, is that it benefits everyone. The farmer can specialize in growing wheat and sell it for cheaper than it would be for the baker to start growing it themselves, and the baker can make the bread and sell it for cheaper than you would have to spend making it yourself, considering you probably don't know how to make bread and would need a lot of practice. Specialization means that everyone makes more money, or saves money, and you don't have to mine ores out of the ground and code an entire operating system if you want a new phone.

The world today is very different from the way it used to be, and a large part of it comes from trade. Everything around you from a glass of juice to a kitchen table probably took hundreds of people all specializing in their own very specific area to get that thing to where it is now. The benefits of specialization is the reason everything is shipped overseas these days, and people can get what they want delivered right to their house. Although it has serious drawbacks, such as adding to global warming, or how it can lead to exploitative work practices overseas, the benefits are real, and understanding the need for trade is crucial to understanding the modern world.

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RESOLVED: THE UNITED STATES FEDERAL GOVERNMENT SHOULD EXPAND ITS SURVEILLANCE INFRASTRUCTURE ALONG ITS SOUTHERN BORDER.

Phuong Quach

Definitions

United States Federal Government: national government of the United States

Substantially: to a significant extent

Expand: to make larger

Surveillance Infrastructure: the network of technologies, equipment, and systems used to monitor and detect activity.

Background Information

As one of the two resolutions that the National Speech and Debate Association members could vote on for the September-October cycle, “Resolved: The United States federal government should substantially expand its surveillance infrastructure along its southern border” is an extremely complex one forcing debaters to examine the delicate balance between national security, individual liberties, and a humanitarian crisis unfolding at the US southern border.



Potential Affirmative Arguments

It is argued that new technological capabilities—such as state-of-the-art cameras, sensors, and drones ([Homeland Security Committee '19](#))—allow for better security of borders from illegal immigration, drug trafficking, and even terrorist threats ([US Customs and Border Protection '21](#)). These, according to proponents of increased surveillance, would give real-time information and situational awareness to the border patrol agents, who often have to monitor expanses of territory that are frequently remote. Supporters also point out that increased surveillance could potentially reduce the need for physical barriers ([Bier' 19](#)), which makes this a much more cost-effective and less environmentally disruptive approach to the challenges in border security ([Nixon '18](#)).

Potential Negative Arguments

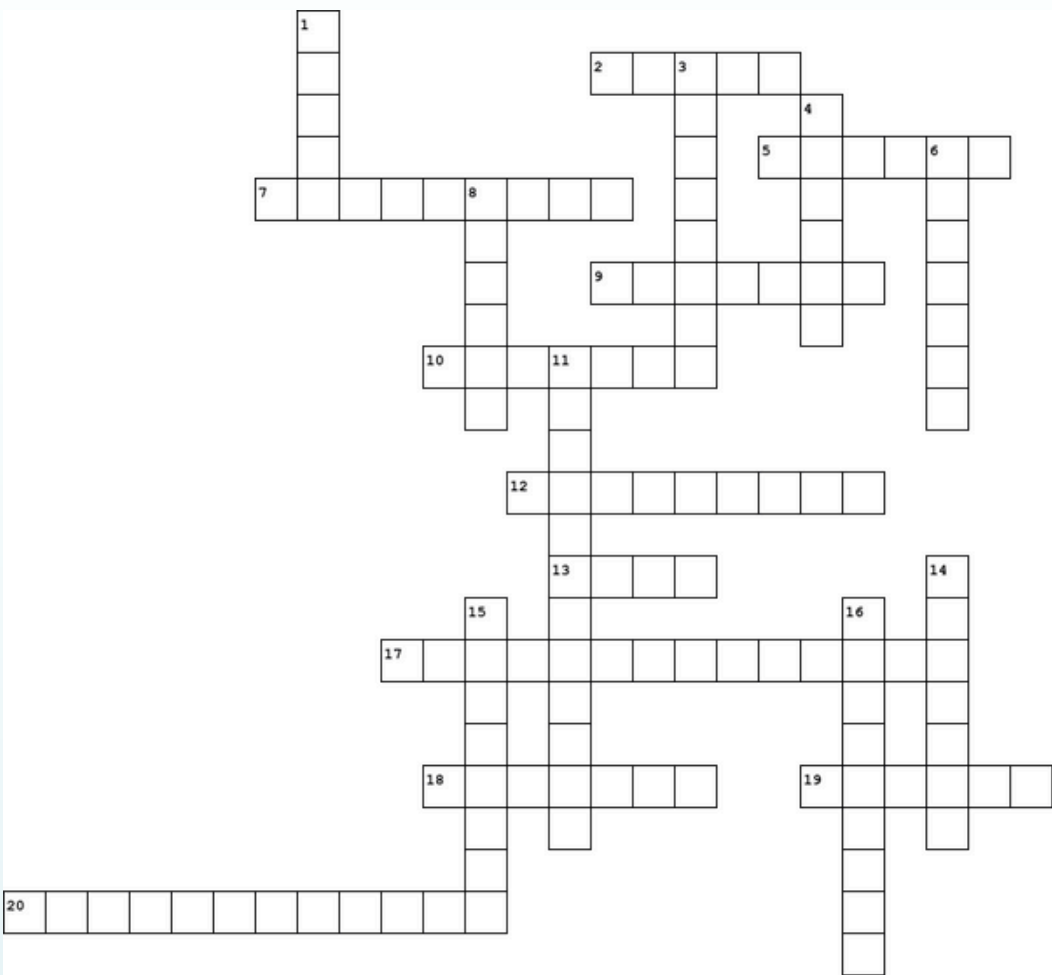
Those who are opposed to an increased surveillance infrastructure along the southern border are deeply concerned about potential violations of privacy rights and civil liberties ([Ke & Sudhir '22](#)). Additional monitoring, they say, can mean unjustified intrusions into the lives of citizens and non-citizens living in border regions, which could be held to violate Fourth Amendment protections against unreasonable search and seizure ([Khalil '22](#)). Opponents, however, worry about the potential for data gathered to be misused and point to historical examples of government surveillance as a means of singling out particular groups or individuals ([Li, Magsood & Zahid '23](#)). The American Civil Liberties Union (ACLU) indeed has been strongly opposing such an expansion and points to the threat it poses against personal freedoms, together with mission creep in general surveillance activities. Moreover, what skeptics tend to point out are the astronomical costs associated with putting up and maintaining an extended surveillance network—whether such expenditure will really pay off from the pocket of taxpayers against other national priorities ([Knopf '18](#)).

Through researching the effectiveness of technological solutions, the potential impact on border communities, and the ethics of increased surveillance, debaters will be well-rounded in understanding the challenges presented to the United States and the role of the government in overcoming them.



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Crossword: Production Lines



Down:

- 1. Latin for something formed for a specific purpose without planning.
- 3. "It's not _____, it's DiGiorno!" - Well known pizza slogan.
- 4. Where one can often buy produce.
- 6. Strange or from a different place.
- 8. A synonym for a teacher.
- 11. How a boss might measure the value of an employee.
- 14. A pro rather than a con.
- 15. Something useful that a nation has.
- 16. The reason a king is higher up in society than a peasant. Similar in pronunciation to the word patriarchy.

Across:

- 2. One who walks down a runway.
- 5. How Smoot and Hawley helped the Great Depression happen.
- 7. A nerd that especially likes to talk about income gaps.
- 9. A common benefit of shopping locally.
- 10. Facebook and Domino's are examples of this.
- 12. What an Olympic swimmer would have competing against an average person.
- 13. A group of cavemen.
- 17. Why you buy your phone from someone instead of making it yourself.
- 18. What clothing, food, music, etc. often show.
- 19. Parents and children, often.
- 20. How you might feel if you were 200 meters underwater.

Word Search: Cameras



Word Bank:

- debate
- drones
- moderator
- monitoring
- patrol
- president
- privacy
- security
- soundbite
- televised

