

Please take a moment to complete the "I am expecting" quadrant on the reflection page in your handout

Toward cultural proficiency: how much confidence can be gained and what benchmarks and standards can be met in a college course?

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What is Cultural Proficiency?
What is Cultural Competence?
Why is it important?

Cultural Proficiency is a *way of being* that enables both individuals and organizations to respond effectively to people who differ from themselves

Cultural Competence is *behavior* that is aligned with standards that move an organization or an individual toward culturally proficient interactions

Diversity & Cultural Competency

- Valuing diversity is a necessary step along the continuum of cultural competency and culturally responsive pedagogy, but it is not enough
- Cultural Competency requires knowledge, skills, and experience...and the ability to transform these into practice, which results in improved living, learning, and working environments

*See the difference,
stomp it out.*

*See the difference,
make it wrong.*

Destructiveness

Incapacity

Blindness

*See the difference, act like
you don't.*

Pre-Competence

Competence

Proficiency

*See the difference,
respond inadequately.*

*See the difference,
understand the
difference that
difference makes.*

*See the difference,
respond positively and
affirmingly.*

Syllabus

➤ Objectives

➤ Assignments

- ❖ Book Club, Music Club, Reflections (Critical Thinking Cubes), Service Learning

➤ Lectures

- ❖ Freedom Writers, Attucks and Dr. Smith, 12 Angry Men, I am From Poems, Racial Autobiographies, Final Exam

➤ Certificate in Intercultural Awareness and Community Engagement

- ❖ MCC Dialogues and Discussions, Pre- Post-Assessment, CFAES Diversity Lecture, Critical Thinking Journals

Ground Rules

- The focus is on **understanding not judging**- so energy should be channeled into getting the other person's view, not deciding if they are right or wrong. We will not criticize others. We will not persuade people that we are right.
- **Listen with ears wide-open**- attempt to go beyond just hearing and beyond just waiting our turn to speak. Listen even when it's hard because you don't agree with what is being said. Minimize interrupting.



Ground Rules

(continued)

- Permit yourself to be inquisitive and to ask questions but only do this if the question intends to deepen your understanding. **Do not ask questions to lead others to your own opinion or to score points, or ask questions that are judgmental. Do not expect one person to answer for a group.**
- **Speak for your experience only.** None of us has the entire picture and it is difficult for us to represent groups of people truthfully. Using "I" statements are helpful.

Different
Individuals
Valuing
Each other
Regardless of
Skin
Intellect
Talents or
Years.

Ground Rules

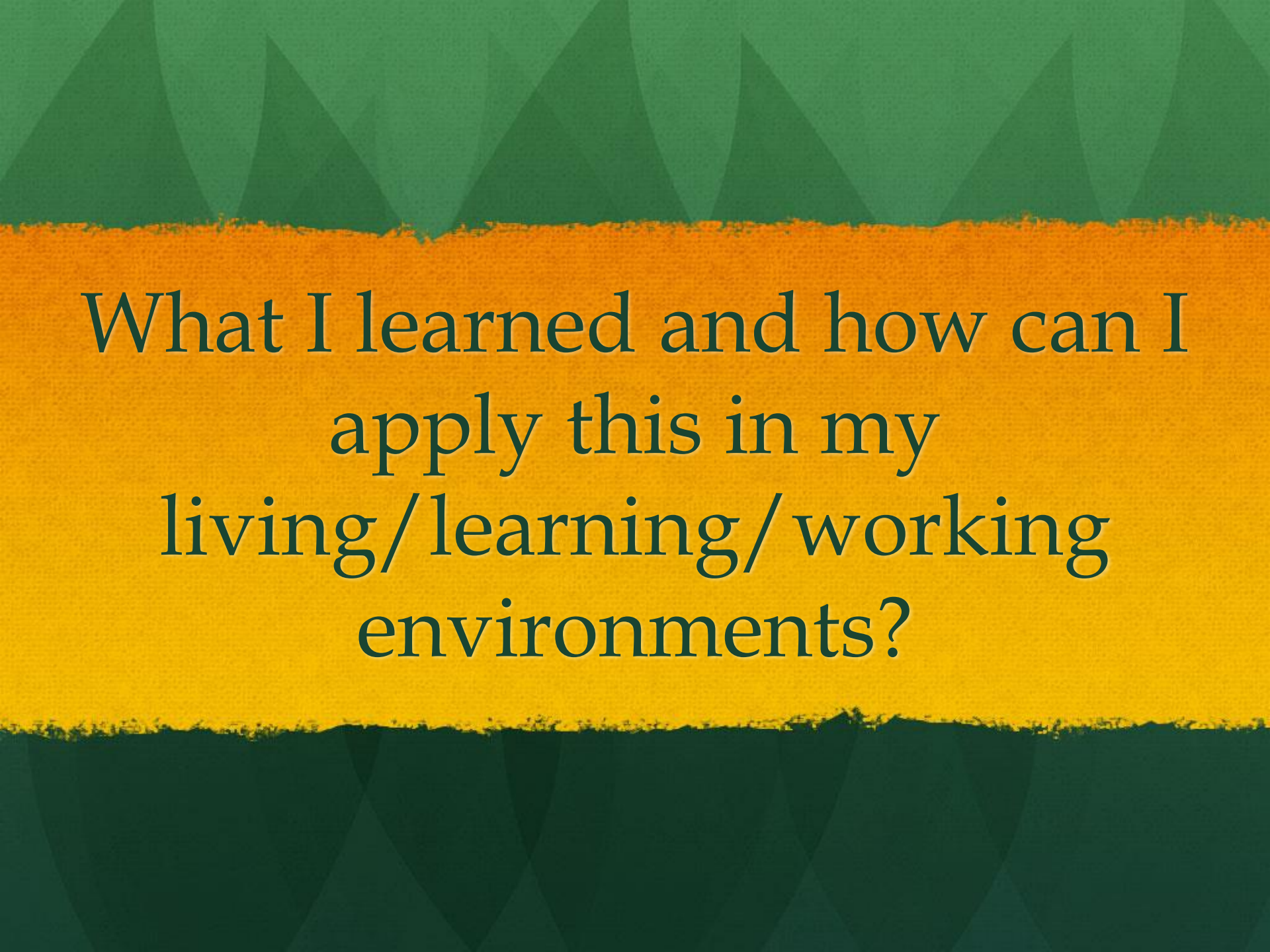
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- Give **everyone the chance to voice their thoughts** then we will learn more. Remember people with different personalities and from different cultures may take different amounts of time to contribute their thoughts. **This is extremely important.**
- **Respect peoples' right to confidentiality.** What is shared in the group, stays in the group.
- **It is okay to "pass."** No one should feel obligated to answer questions put to them.



Inclusion Tool

- Rapid Fire Words:
 - In order to be fair and open-minded in our professional and personal lives, being conscious about our biases must be continually revisited.
 - Our opinions and judgments are legitimate parts of our identity and sometimes are automatic assumptions.
 - They are also messages that are stored in our brains that are sometimes used as “rapid-fire” judgment.
 - Scientific research has demonstrated that biases thought to be absent or extinguished remain as “mental residue” in most of us.



What I learned and how can I
apply this in my
living/learning/working
environments?

The image features a central horizontal band of a bright yellow-orange color with a fine, grainy texture. Above and below this band are green geometric patterns consisting of overlapping triangles and polygons, creating a layered, mountain-like appearance. The word "Reflection" is centered in the yellow-orange band in a dark green, serif font.

Reflection



Web of Institutional Racism Article and Jigsaw Activity

[Included in Handout]

Questions?

Thank You!