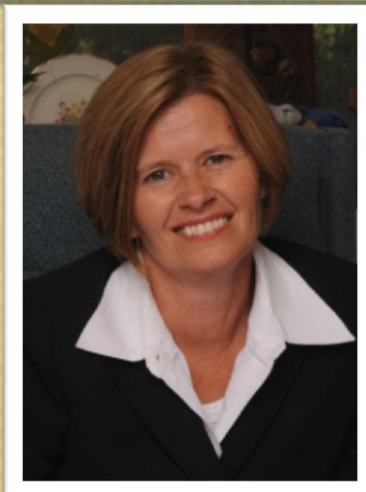


**NACTA**

# *Crossing Cultural Boundaries: Student to Student Inclusion*



***Dr. M. Susie Whittington***

*Professor, The Ohio State University*

*Caryn Filson, Julie Robinson, Katrina Swinehart, Nicole Steinmetz*

*Columbus, OH 43210*

*Phone (614) 292-6321*

*[Whittington.1@osu.edu](mailto:Whittington.1@osu.edu)*

**Blue Ribbon Presentation 2013**



# *Opening Reflection*

## *The R Word*

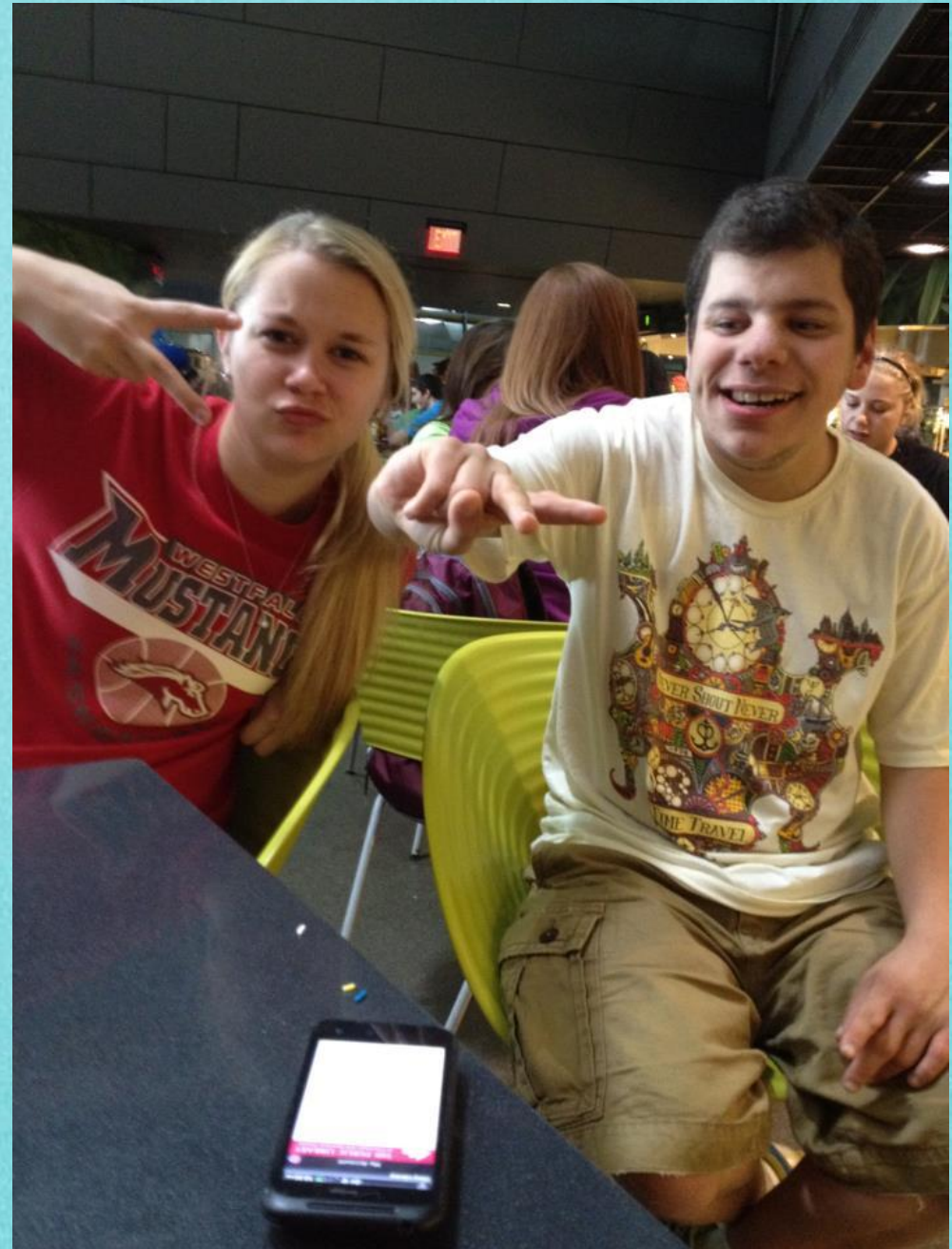
Thursday, June 27, 2013





# The R Word

- ▶ Spread the Word to  
End the Word





# 5-Minute Writing Prompt

- ▶ When have you, or someone you know, used the R Word (or another word, i.e. “that’s so gay”, or “I jewed them down”, etc) as slang, not realizing it’s derogatory implications?
- ▶ How can your behaviors, or the behaviors of others, be modified to become more inclusive of those in our living, learning, and working environments?





# Objectives for Today

- ▶ To share one format for delivering a college course on cultural proficiency
- ▶ To explain the definitions, domains, pathways, principles, and a framework for a journey in cultural proficiency
- ▶ To engage participants in a culturally responsive activity from the Woven Traditions curriculum





# The Culture Behind the Music

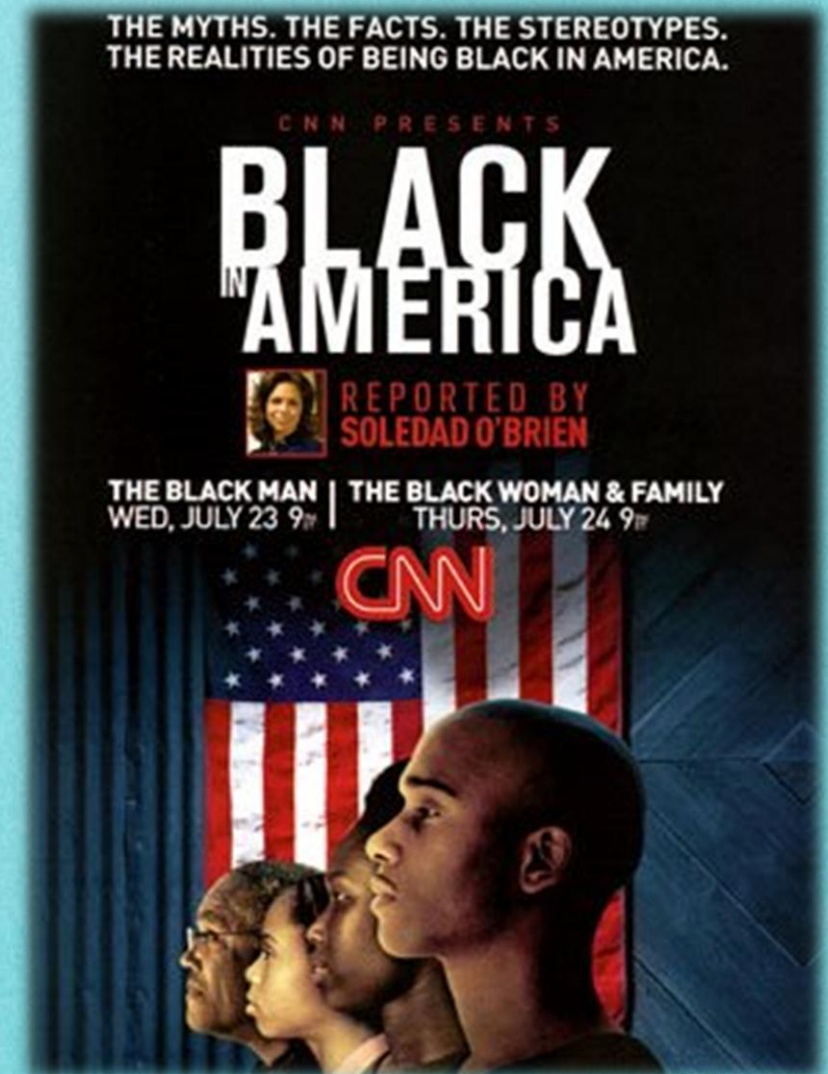
- Genre: Funk
- Artists: James Brown, Earth, Wind & Fire, War





# The Culture Behind the Music

- The Impressions: during the Civil Rights Movement of the 1960s, **funk music** raised the political consciousness of America and gave voice to African Americans that was unprecedented in our history.





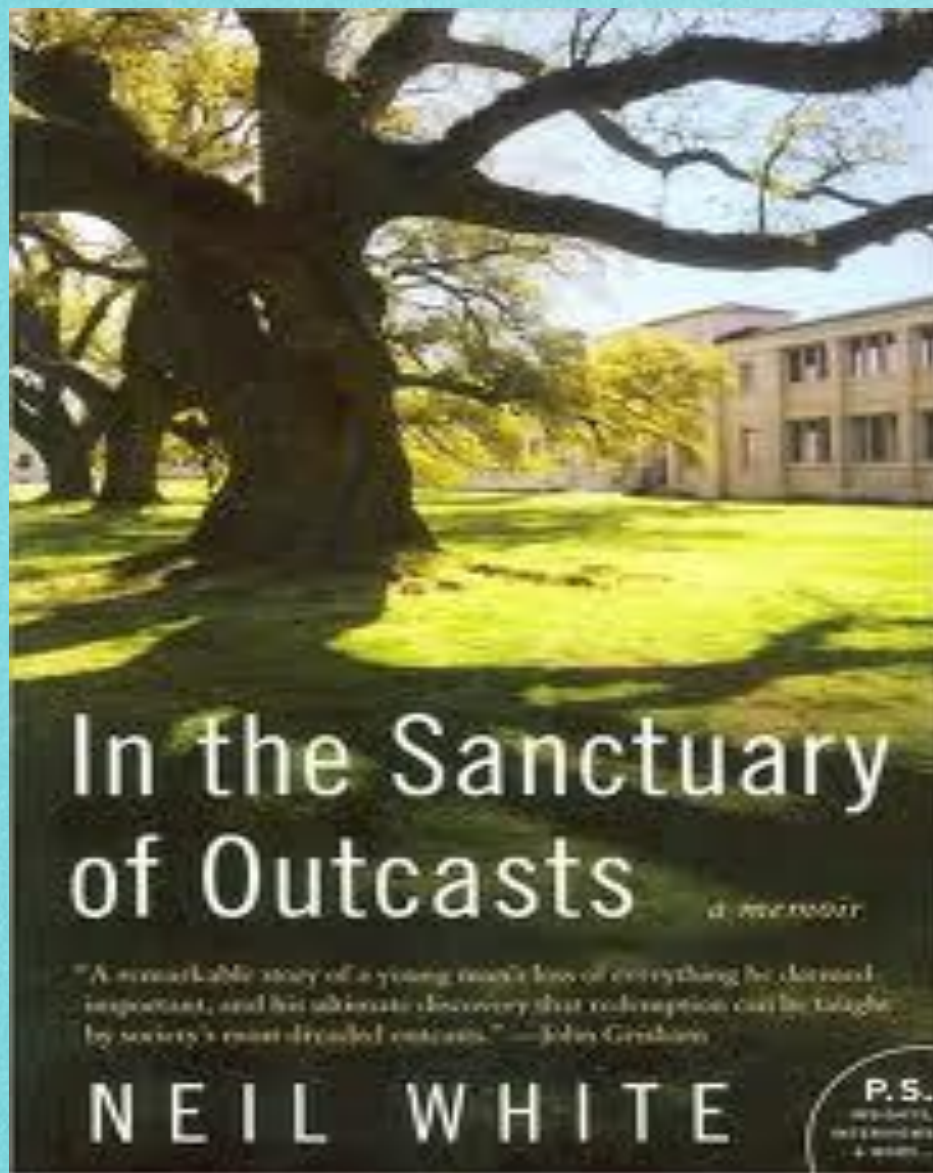
# Book Club



an Unabridged<sup>®</sup> collection by  
Bill Barnes & Gene Ambaum



# *In the Sanctuary of Outcasts*



Written by:  
Neil White



# Synopsis

- Middle class, white man, Neil White, goes to prison for bank fraud
- Sent to rural Carville, LA, the last leprosarium in America
- Carville has its own unique culture of leprosy patients, nuns, and criminals
- White soon realizes what's important in life and what is not





# I pondered the relationships between...and the culture created by...

- Disfigured patients who had been disowned by their families at young ages
- Old Order Nuns
- Public health workers
- Federal inmates
- Prison guards





# Topnotch Line & Recommendation

“I reflected on the sizable group of lepers living alongside the prisoners, social outcasts among the motley inmate crew of drug dealers, mob types and killers”

**READ IT!**





# Definitions

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

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

Source for all curriculum references: Marsh, M. & Marsh, M. with Whittington, M. S. (2013). *Toward Cultural Proficiency*. Cincinnati, OH: Did You Know Publishing, Inc.



# The Benefits of Cultural Proficiency

## ➤ **Contributes to Self-Awareness**

- ✓ **People learn about their own strengths, weaknesses, prejudices and preconceptions.**

## ➤ **Builds Confidence**

- ✓ **Cultural competency training promotes self-confidence in individuals and teams through empowerment.**

## ➤ **Breaks Down Barriers**

- ✓ **Our cultural training demystifies 'the other' and creates awareness**



# The Benefits of Cultural Proficiency

## ➤ **Builds Trust**

- ✓ **Awareness leads to dialogue which leads to understanding which results in trust**

## ➤ **Motivates**

- ✓ **Through self-analysis people begin to recognize areas in which they need to improve and become motivated to help**

## ➤ **Opens Horizons**

- ✓ **Cultural competency training helps people to think outside the box; or in other words, expand their box of thinking**



# The Benefits of Cultural Proficiency

## ➤ **Develops Skills**

- ✓ **Develop better ‘people skills’ – begin to deal with people with sensitivity and empathy**

## ➤ **Develops Listening Skills**

- ✓ **By becoming good listeners, people become good communicators**

## ➤ **Finds Common Ground**

- ✓ **Rather than focus on differences, move towards creating a shared space**

## ➤ **Adds Value to Career Development**

- ✓ **Cross cultural competence training enhances peoples’ skills and therefore future employment opportunities**



# Cultural Proficiency is not a Luxury...

**...it is imperative for living, learning, and working environments that want to thrive. By understanding diversity from a cultural perspective, we can enhance the way we create and provide services, successfully recruit and retain, and realize results in day-to-day human actions, re-actions, and interactions.**



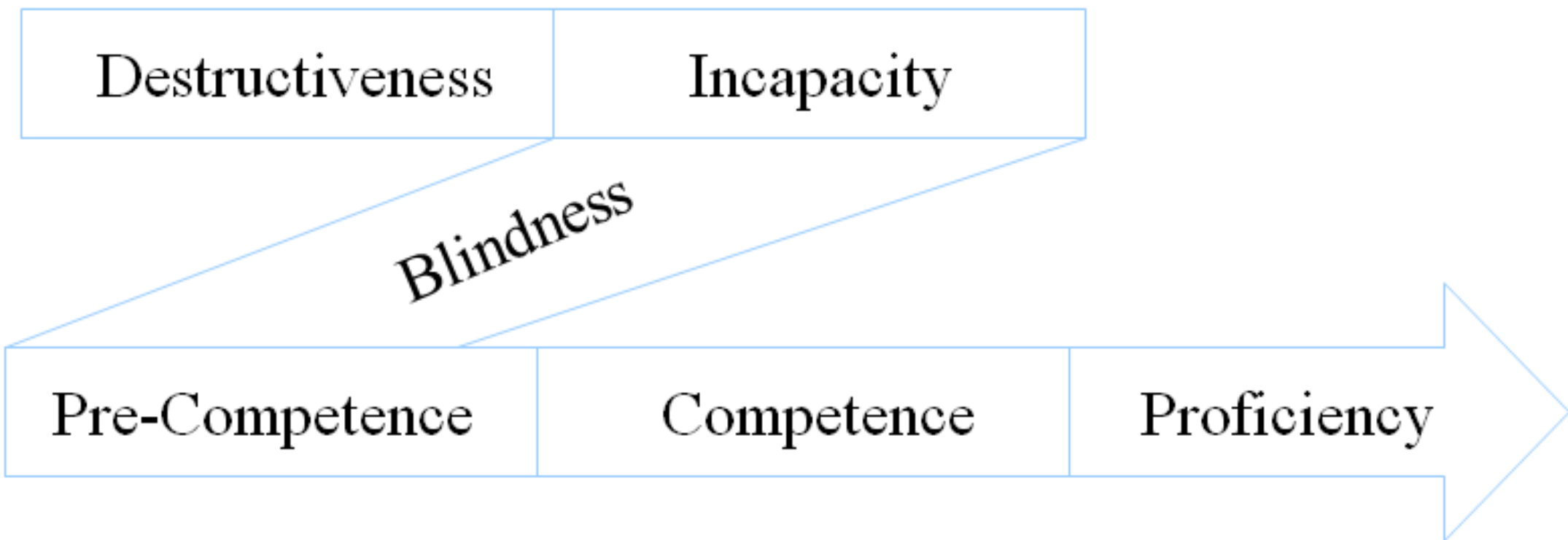
# The Continuum of Cultural Proficiency

~ Terry Cross, PhD ~





# Cultural Proficiency Continuum





# Where are you on your journey to cultural proficiency?

- Cultural Destructiveness
- Cultural Incapacity
- Cultural Blindness
- Cultural Pre-Competence
- Cultural Competence
- Cultural Proficiency









# *Cultural incapacity*

- Believing in the superiority of one's own culture and behaving in ways that disempower another's culture
  - One sees the differences and believes those differences to be wrong





# *Cultural blindness*

- Acting as if cultural differences do not matter or as if there aren't any differences among/between cultures
  - One sees the difference but acts like he/she does not





# *Cultural pre-competence*

- Recognizing the limitations of one's skills or an organization's practices when interacting with other cultural groups
  - One sees the difference but responds inappropriately





# *Cultural competence*

- Having the knowledge, skills and abilities to be effective, and the capacity to function, within the context of culturally integrated patterns of human behavior
- One sees the difference, and understands the difference that difference makes





# *Cultural proficiency*

- Esteeming culture; knowing how to learn about organizational culture; interacting effectively in a variety of cultural groups
  - One sees the difference, responds positively, engages and adapts





# Domains and Pathways en route to Cultural Proficiency

- Our Process and Roadmap for the Journey...
  - ...Staying the Course
  - ...The Domains





Staying the Course (Process)

Willingness to stay **Engaged** and actively participate

Expect to feel **Uncomfortable** from time to time

Be **Open, Honest and Truthful**

Accept that the process is **Continuous, Rigorous and Never-ending**

Domains (Roadmap)

Focusing on **Personal and Current**

**Separating Race**

Regulating **Social Construction**

Staying True to our Process and Roadmap by **Establishing Parameters**

Using a “**Working Definition**” for Race

Examining the Presence and Role of “**Whiteness**”



# Principles

## Engaging in Constructive Dialogue for the Purpose of Recognizing and Exploring Similarities and Differences





# Principles of Constructive Dialogue

- The focus is on understanding, not judging
- Listen with ears wide open
- Do not ask questions to lead others to your opinion
- Speak from your experience only
- Give everyone a chance to voice their thoughts
- Respect peoples' right to confidentiality
- It is okay to “pass”





# I am from...

- ▶ Introduction
- ▶ Directions—45 seconds to brainstorm six lists
- ▶ George Ella Lyons



# I am from...

- I am from the fifth pew back, on the left-hand side, of the Harper United Methodist Church, where my family squeezed-in together every Sunday.
- I am from underneath the tiny, even stitches, of my grandmother's hand-stitched quilts, where my siblings and I often identified swatches of our homemade clothes.
- I am from both red and green tractors, ...whichever we could afford.
- I am from Ohio State football on crisp, autumn Saturdays, viewed on a 19" black and white TV.
- I am from the middle of five children who squabbled much, loved each other always, and were always loved.



# I am from...





# I am from...

Who Am I?



- Identifying similarities
- Identifying differences
- Why?



# Moment of Zen





# Boonna Mohammed

“Kill em’ With Love”



# Why will we become culturally proficient?





# Questions

