Crossing Cultural Boundaries: Student to Student Inclusion

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Blue Ribbon Presentation 2013
Opening Reflection

The R Word

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

an Unsolved® collection by
Bill Barnes & Gene Ambourn
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
“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.

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.
Cultural Proficiency Continuum

Destructiveness  Incapacity

Blindness

Pre-Competence  Competence  Proficiency
Where are you on your journey to cultural proficiency?

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

• Eliminating other people’s cultures
  • One is aware of the differences, and stomps them out
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**”
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...

- Identifying similarities
- Identifying differences
- Why?

Who Am I?
Moment of Zen
Boonna Mohammed

“Kill em’ With Love”
Why will we become culturally proficient?
Questions