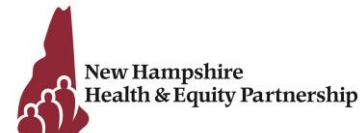
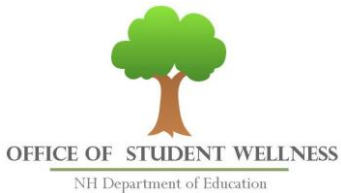


Diversity & Cultural Competence



Welcome

Michelle Myler, M.A

NH Department of Education
Safe Schools/Healthy Students Project Coordinator

Jenn Sumner, LICSW

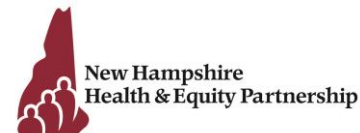
Franklin School District
Project AWARE Program Director

Kattie McKinnon, MC ASD

NH Department of Education
Project AWARE Coordinator

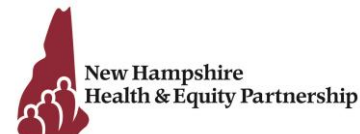
Michele Halligan-Foley, M.ED

Rochester School District
Safe Schools/Healthy Students Project Program Director



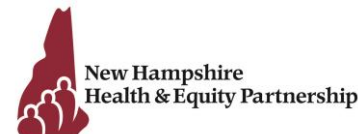
Agenda

- Welcome & Program Overview
- Introductions
- Agenda & Group Guidelines
- Diversity Module
- Culture Module
- Cultural Competence Module
- Wrap-Up & Evaluation



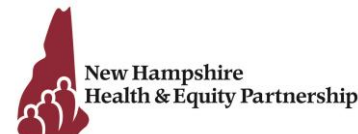
Today we will....

- Explore your own cultural identity and attitudes and how they influence their practices.
- Explore the concepts of culture and diversity and their similarities and differences.
- Explore the cultural competency continuum and learn to identify practices that are culturally competent and learn from those that are not.



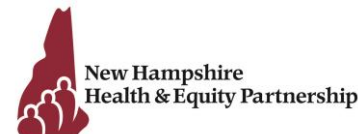
Group Guidelines

- Respect differences in opinions; it's ok to disagree
- It's not ok to blame, shame, or attack
- It's ok to be raggedy
- “Ouch” and “Oops” rules
- Practice “both / and” thinking
- Speak from the “I” and evaluate assumptions
- Keep all confidential discussions in this room
- Actively listen
- Share air-time
- Step up / step down
- Try on new ideas
- Take care of yourself and enjoy!



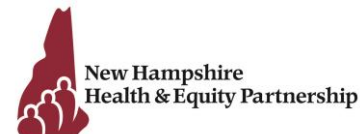
Introductions

- Think of 3 words that describe YOUR own cultural identity
- Can use worksheet in workbook
- Write them on the back of your name tent
- Share out

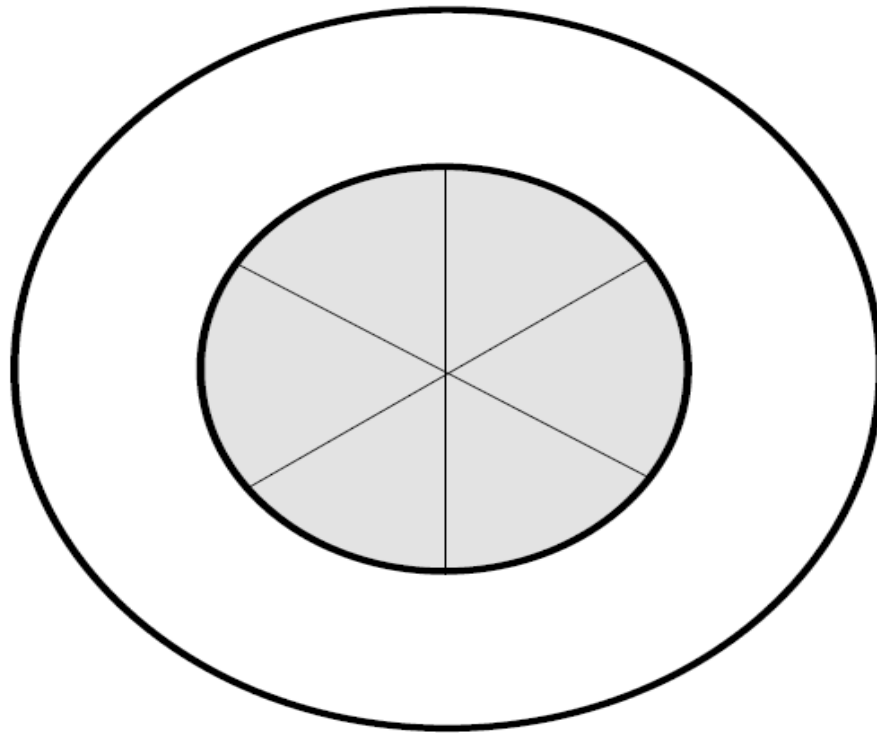



Diversity Paradox


- We are like all other people
- We are like some other people
- We are like no other people



Dimensions of Diversity

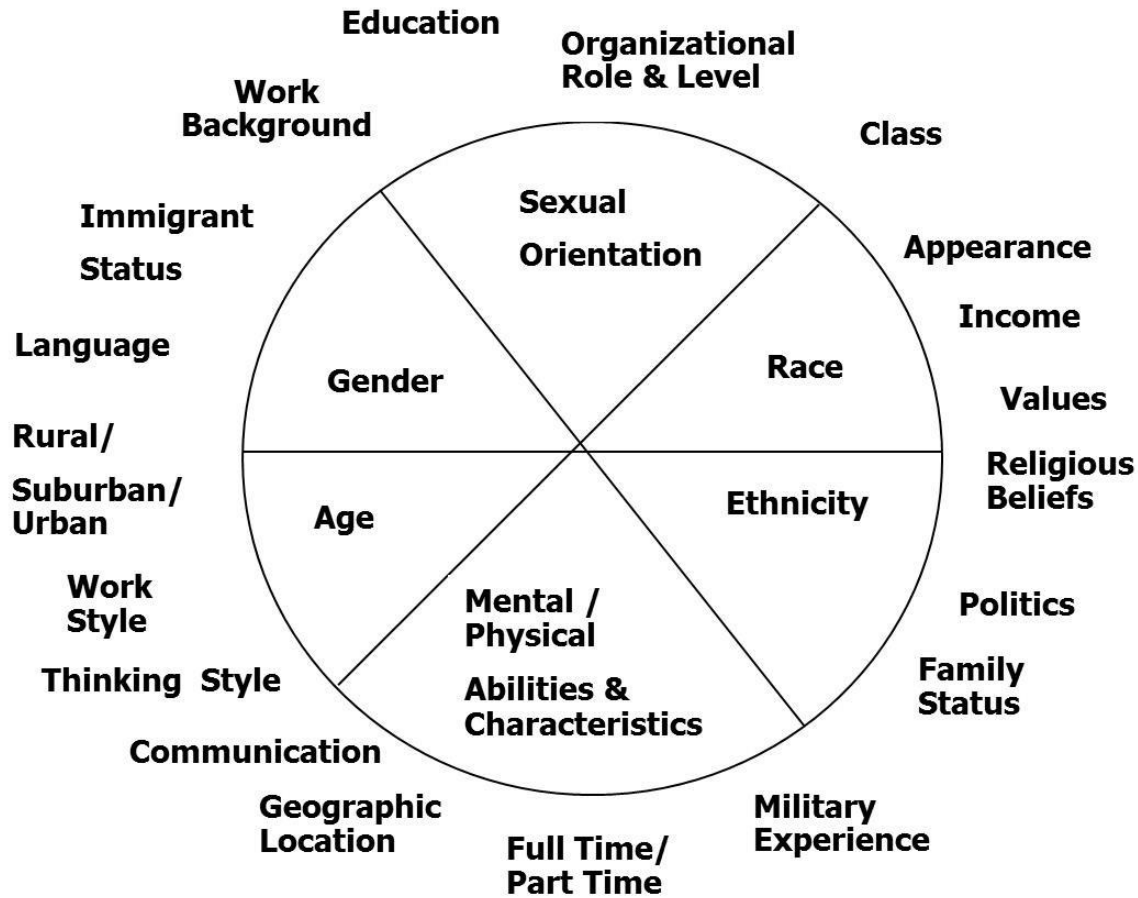


 = Primary Dimensions

Secondary =  Dimensions

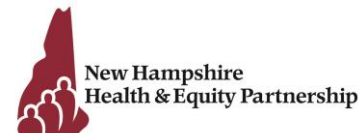
*Adapted from Marilyn Loden and Judy B. Rosener, Ph.D.

Diversity Lens

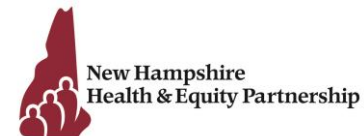


Definition of Diversity

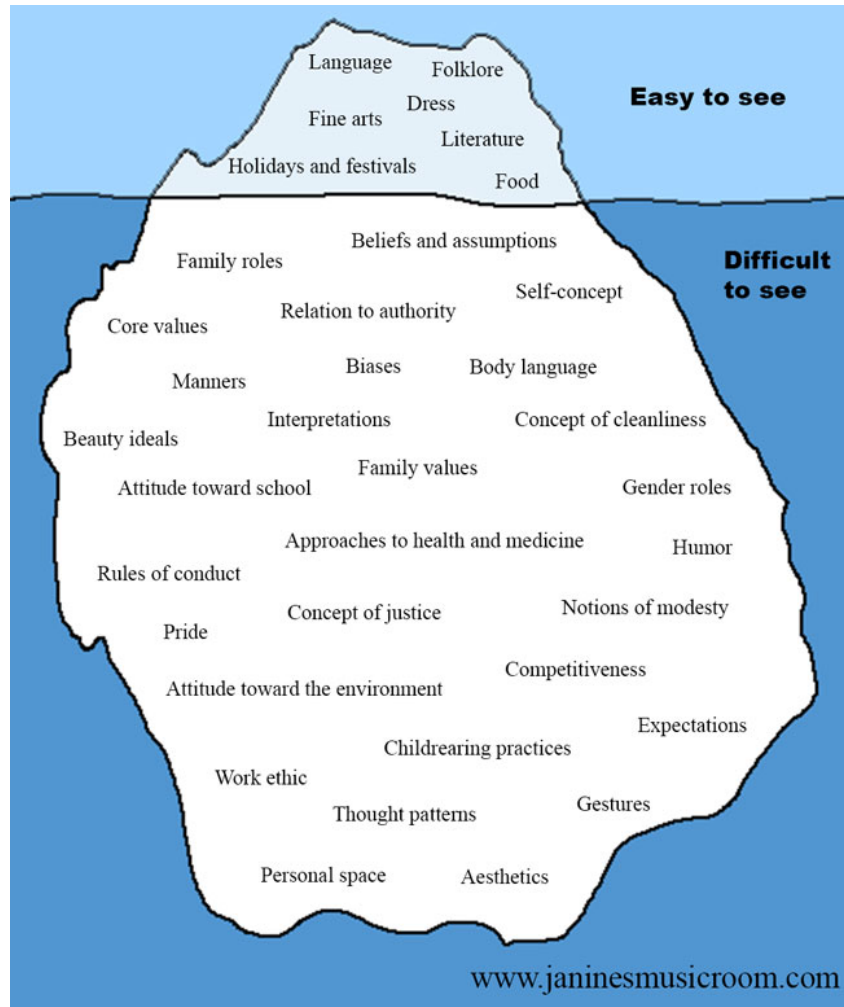
- Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values, abilities and beliefs as assets to the groups and organizations to which they belong.



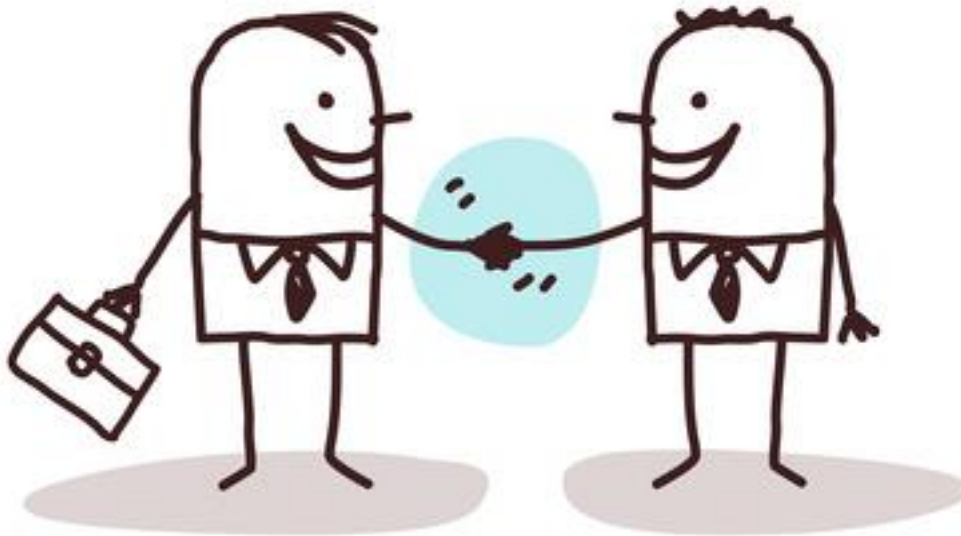
Aspects of Culture



Culture is...



Conversations About Culture



Reflection

Take a few minutes and reflect on the conversations you just had about different aspects of culture. Write some notes about what you learned about your own cultural values, how these values are expressed in your daily interactions and how these values may impact your effectiveness in cross-cultural situations

Areas	My Cultural Values	How I Express Them:		Impact on My Effectiveness
		Work	Family/Friends	
Family				
Health				
Authority				
Time & Timeliness				
Medical Care				
Education				

Conversation Exercise

- What is one thing you learned about yourself during those conversations?
- How might your cultural views/values impact your effectiveness working cross-culturally?
- What did you learn about other cultures?
- What implications does this have for your work?

Definition of Culture

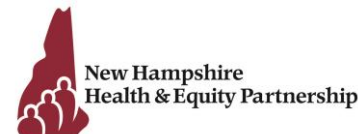
- The shared values, traditions, norms, customs, symbols, arts, history, folklore, ways of living and institutions of a group of people.
- Culture shapes how people see their world and structure their community and family life.

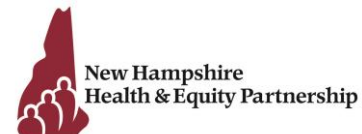
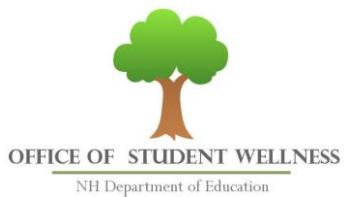
Cultural Competence Continuum

Cultural Intolerance	Cultural Incapacity	Cultural Competence
<p>I don't know and I may or may not care – OR – I do know and I don't care.</p>	<p>I do know (and I may care), but I don't know what to do about it.</p>	<p>I do know and I know what to do to address it.</p>

Definition of Cultural Competence

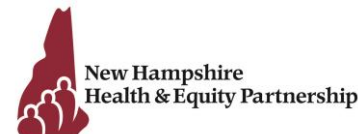
- A set of congruent behaviors, attitudes and policies that come together as a system, agency or among professionals and enable that system, agency, or those professionals to work effectively in cross-cultural situations.
- The word “culture” is used because it implies the integrated pattern of human thoughts, communication, actions, customs, beliefs, values and institutions of a racial, ethnic, religious or social group.
- The word “competence” is used because it implies having a capacity to function effectively.





The Journey Home

- What would you like to take-away from today's training?
- What inspired you? Made you think differently?
- What next steps would you like to take?



Wrap Up... Thank you!

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