

*Society for Nutrition Education and Behavior  
50<sup>th</sup> Annual Conference*

# *Working with people from other Cultures: Evaluating our Intercultural Competence*



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# Expected Outcome



*Discuss key concepts related to Diversity, Inclusion & Intercultural Competence (Comprehension Level).*

*Review & Analyze the Intercultural Development Inventory (IDI) Assessment (Evaluation & Analysis Level).*

*Gain understanding on how to develop a plan to improve your organization and personal Intercultural Competence (Synthesis Level).*



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# What is our Job as Nutrition Educators?

Create a Welcoming & Safe Environment within the Communities we serve



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# What makes our clientele feel Unsafe?

- Meeting in an unsafe place
- Finding people who are not welcoming (microaggressions/stereotypes/body language, etc.
- Expressing their (or their family) culture (including inability to speak the language/accent)



Adapted from  
Jacobson, G., Riesch, S. K., Temkin, B. M., Kedrowski, K. M., & Kluba, N. (2011). Students Feeling Unsafe in School: Fifth Graders' Experiences.  
*The Journal of School Nursing : The Official Publication of the National Association of School Nurses*, 27(2), 149–159.  
<http://doi.org/10.1177/1059840510386612>



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# What makes them **Feel Safe**?

- Creating a Welcoming environment
- Setting high expectations for participation
- Finding well trained & skilled mentors
- ***Finding an INCLUSIVE Intercultural Competent Environment that encourage appreciation of diversity***

Adapted from:  
University of Minnesota. Keys to quality youth development. Retrieved  
from <http://www.extension.umn.edu/youth/research/keys-to-quality-youth-development/>



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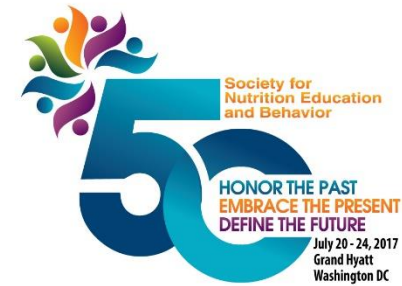
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Please provide some examples  
of Unsafe and Safe  
Environments?



# How can we apply what we have learned in our daily activities as Nutrition Educators?





# Let's Review some Definitions



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Multicultural  
Environment

Diversity

Inclusion &  
Belonging

Intercultural  
Competence



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Adapted from the material discussed in the IDI statewide  
conference – February 2017

**C**ulture is who we are!  
**S**ocially transmitted behaviors!

**B**eliefs, costumes, arts, language, ways of life  
and thinking, behaving, geographic location, etc.



# What is your culture?



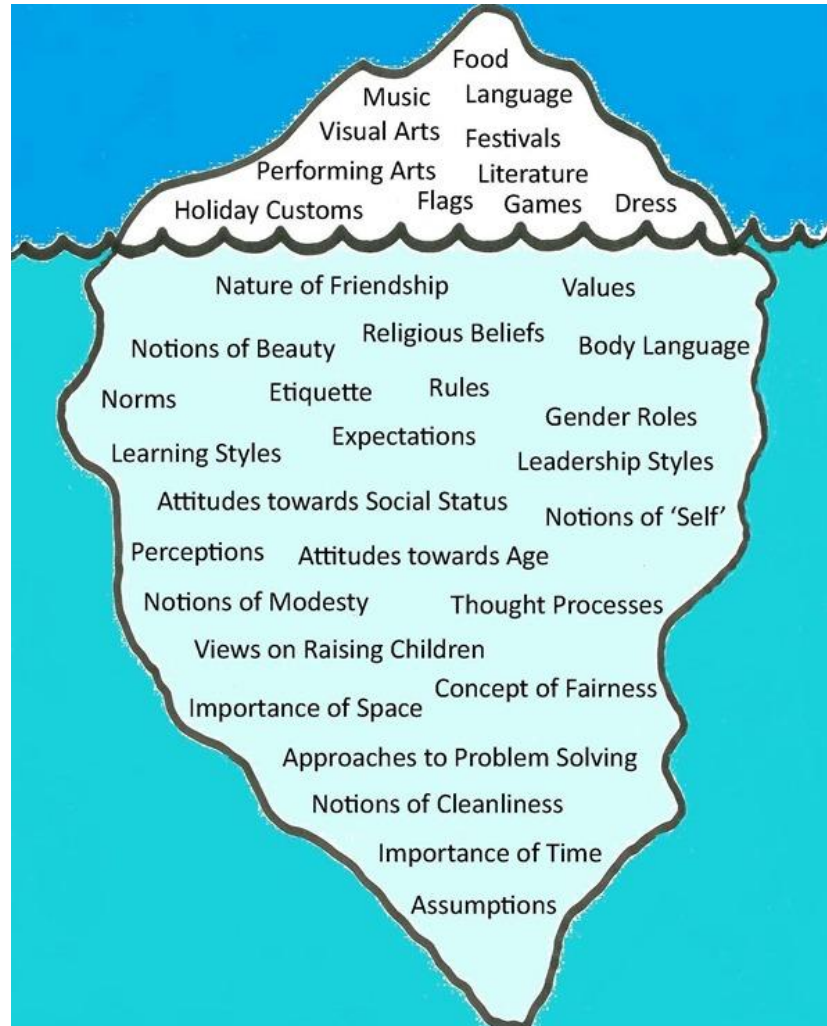
[http://web.jhu.edu/dlc/resources/diversity\\_wheel/](http://web.jhu.edu/dlc/resources/diversity_wheel/)



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# Culture is an Iceberg



# What is a Multicultural Environment (ME)?

ME includes people from different gender, age, race, ethnicity, economic status, sexual orientation, country of origin, language, nationality, or physical/mental ability.

It also includes people from different generations, levels of education, etc.

It is crazy! It prints while you are writing



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**Being in a Multicultural Environment is not the same as knowing how to work in a Diverse Society**



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# Diversity



“Knowing how to **relate** with people from different cultures”

Adapted from Iowa State University. College of Liberal Arts, ¶ 7



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# Inclusive Environment

Where our actions, behaviors, policies & practices create a *Welcoming and Inclusive* environment where all of us feel free and encouraged to add new, different, innovative, CRAZY ideas & initiatives.....a place where all of us *Belong!*



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# Belonging



# Means ACCEPTANCE



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- 1) To feel comfortable interacting with people from other cultures.
- 2) To make people from other cultures feel comfortable when you are working with them.



Multicultural  
Environment

Diversity

Inclusion &  
Belonging

Intercultural  
Competence



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**How can I know if I am effectively  
working with people from other  
Cultures?**

**How can I approach people from different  
cultures?**

**How can I do it without offending them?**



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# How can I improve my skills to create inclusive Environments and Becoming Intercultural Competent?

How, how, how, how, how...



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graph TD; A([Theoretical Framework]) --> B([Developmental Model of Intercultural Sensitivity (DMIS)  
(Bennett, 1986 & 1993)]); B --> C([Intercultural Development Inventory (IDI)  
(Hammer, Bennett & Wiseman, 2003;  
Hammer 2008)])
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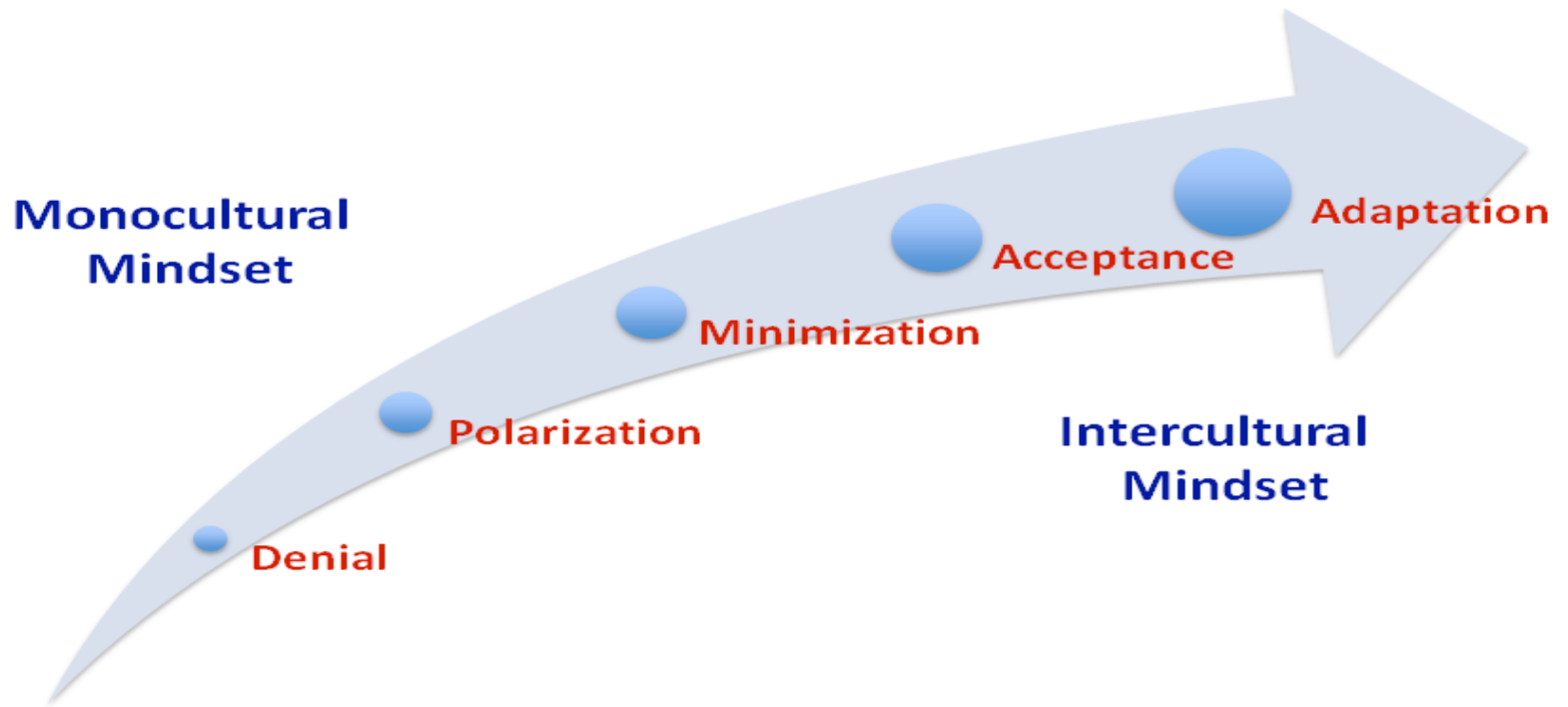
Theoretical Framework

**Developmental Model of Intercultural Sensitivity (DMIS)**  
(Bennett, 1986 & 1993)

**Intercultural Development Inventory (IDI)**  
(Hammer, Bennett & Wiseman, 2003;  
Hammer 2008)



# Intercultural Development Continuum

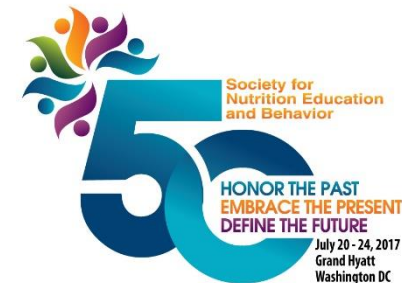


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# IDI Group Profile



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# IDI Orientations

## Denial



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# Polarization



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# Minimization



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# Acceptance



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# Adaptation



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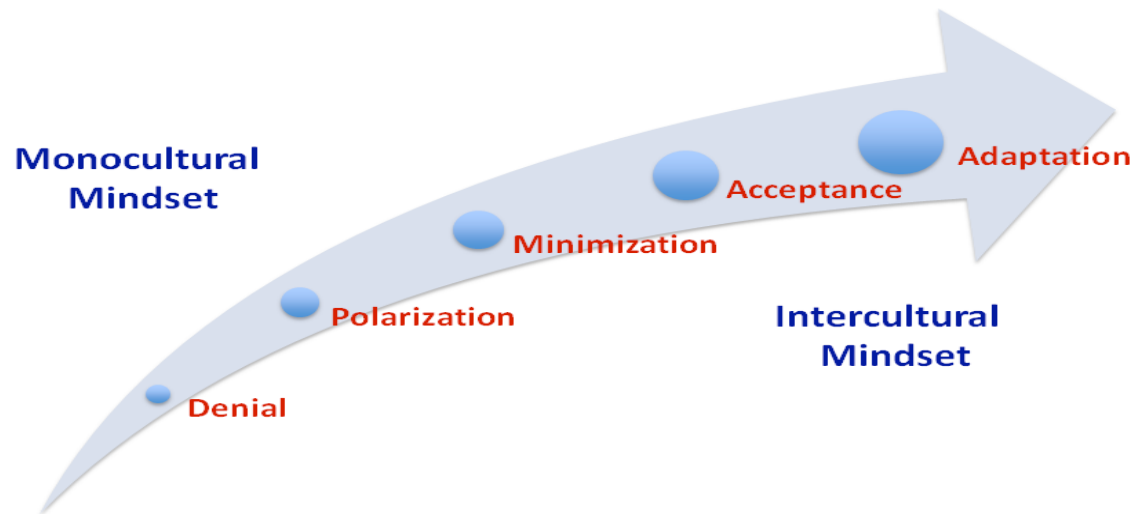
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# So....what is NEXT? Where should we start?



# 1. Identify where **YOU** are in the IDC

## Intercultural Development Continuum



## 2. Be Honest with Yourself.





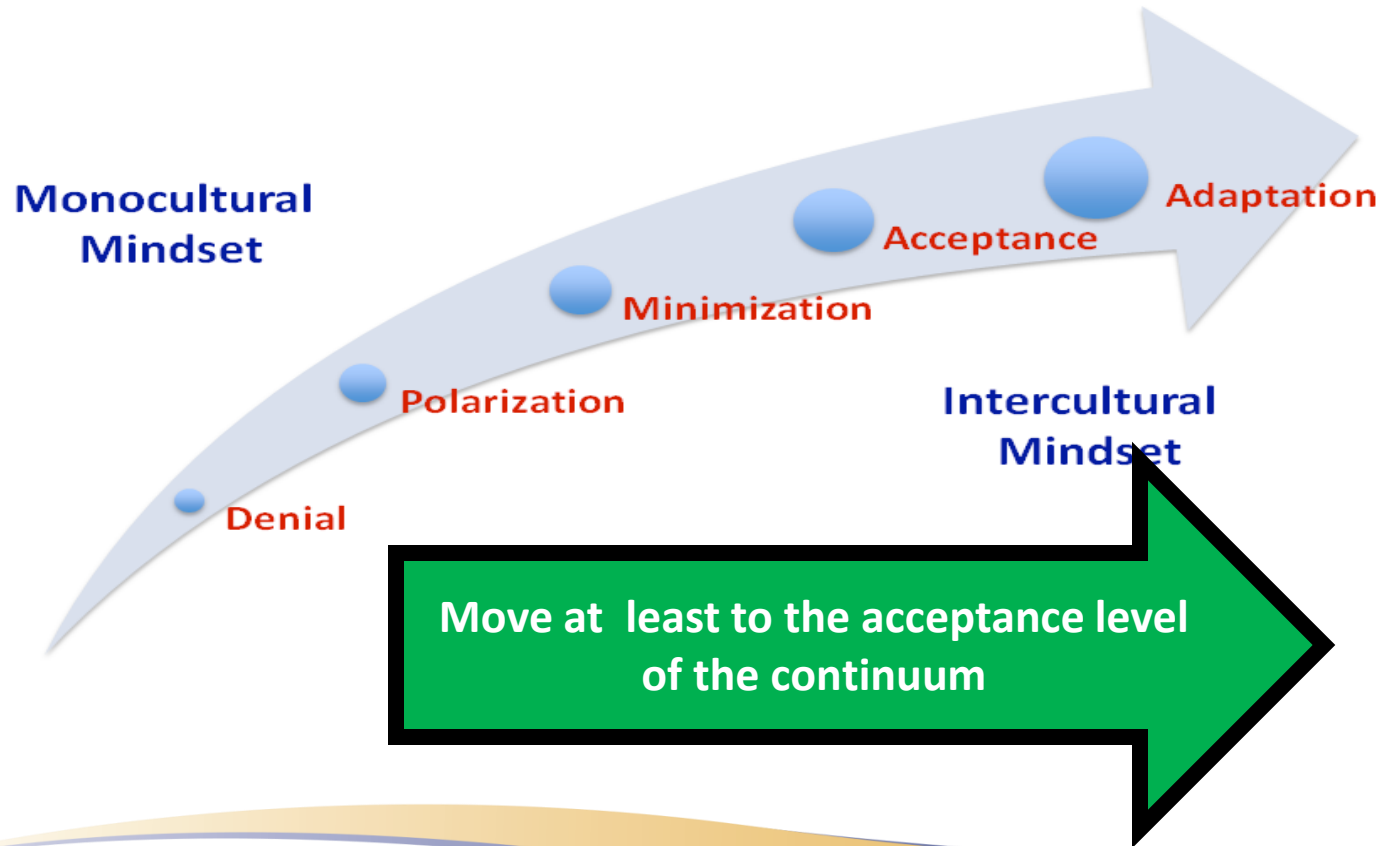
### 3. Be aware and appreciative all that diversity can bring to your organization (not just talk the talk... but walk the walk)



# 4. Set a GOAL

(Where would you like to be?)

## Intercultural Development Continuum



## 5. Understand that dealing with different people is not natural and requires effort



6. Attend trainings  
and organize/lead  
Communities of  
Practice where you  
can talk about  
Intercultural  
Competence



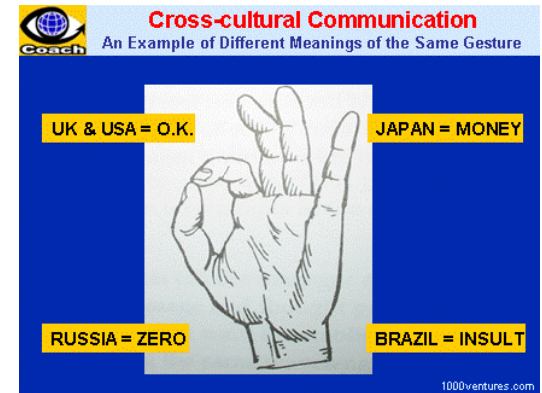
**BE PROACTIVE!!!**



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# 7. Learn to accept and respect cultural differences



# 8. Re-take the IDI



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And Always  
remember.....



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*Each  
one of  
us...sees  
the  
world  
with  
different  
eyes*



*That is why...We need to respect the Differences!*



# *Questions?*

Gracias  
Thank You  
Merci  
Danke  
धन्यवाद  
Gracies  
Obrigado  
ขอบคุณ  
Ekusheh  
Salamat



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