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).
What is our Job as Nutrition Educators?

Create a Welcoming & Safe Environment within the Communities we serve
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)

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:
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
Diversity

Multicultural Environment

Intercultural Competence

Inclusion & Belonging

Adapted from the material discussed in the IDI statewide conference – February 2017
Culture is who we are!
Socially transmitted behaviors!

Beliefs, costumes, arts, language, ways of life and thinking, behaving, geographic location, etc.
What is your culture?

http://web.jhu.edu/dlc/resources/diversity_wheel/
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.
Being in a Multicultural Environment is not the same as knowing how to work in a Diverse Society
Diversity

“Knowing how to relate with people from different cultures”

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

Means ACCEPTANCE
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

Intercultural Competence

Inclusion & Belonging

Adapted from the material discussed in the IDI statewide conference – February 2017
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?
How can I improve my skills to create inclusive Environments and Becoming Intercultural Competent?

How, how, how, how, how, how, how...
Developmental Model of Intercultural Sensitivity (DMIS) (Bennett, 1986 & 1993)

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

Theoretical Framework
IDI Group Profile
IDI Orientations

Denial
Polarization
Minimization
Acceptance
Adaptation
So....what is NEXT?
Where should we start?
1. Identify where **YOU** are in the IDC

Intercultural Development Continuum

- Monocultural Mindset
- Polarization
- Minimization
- Acceptance
- Adaptation

Intercultural Mindset

Denial
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**

Move at least to the acceptance level of the 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!!!**
7. Learn to accept and respect cultural differences
8. Re-take the IDI
And Always remember.....
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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