

Cultural Competency Workshop



DIVERSITY



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Cultural Competence Overview

Culture is the shared values, traditions, norms, customs, art, history, folklore, and institutions of a specific group of people.

Culture provides us with our identity, beliefs, values, and behaviors.

Culture is not “good” or “bad” – it just is.

Cultural Competence at WORK

The awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways.

Cultural Competence Additional Resources

Video

Where Are You From? video <https://youtu.be/crAv5ttax2I>



Awareness of Self

Ways to develop a better awareness of self:

- Recognize assumptions and selective perceptions that we make about ourselves and others.
- Recognize how we categorize or put people into “slots” to make them similar or different from ourselves.
- Use context to help us interpret events and situations.
- Look at ourselves (behavior/response) from an objective observer perspective.
- Seek out fresh information to confirm or refute our perceptions.

Cultural Competency Overview

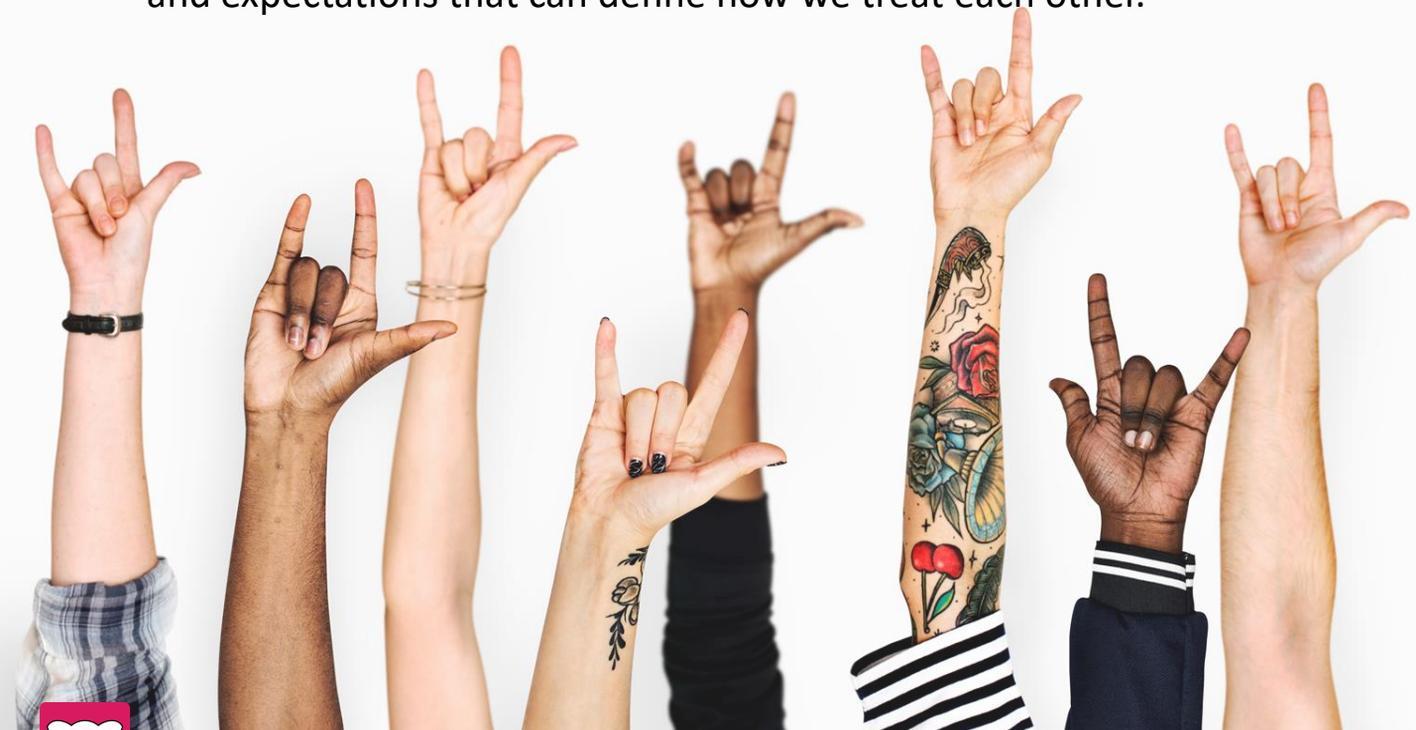
- Integration and transformation of knowledge about individuals and groups into standards, practices, and attitude.
- Awareness of cultural identities and how these influence the way others respond and are treated.
- Engaging others in a ways that support a continuing, meaningful dialogue to reach shared (common) goals.
- Exploring ways to tap into the full potential of all members of an organization
- Demonstrating caring and respectful behavior
- Being conscious of the dynamics inherent when cultures interact
- Respecting each person as an individual



The Diversity Wheel Defined

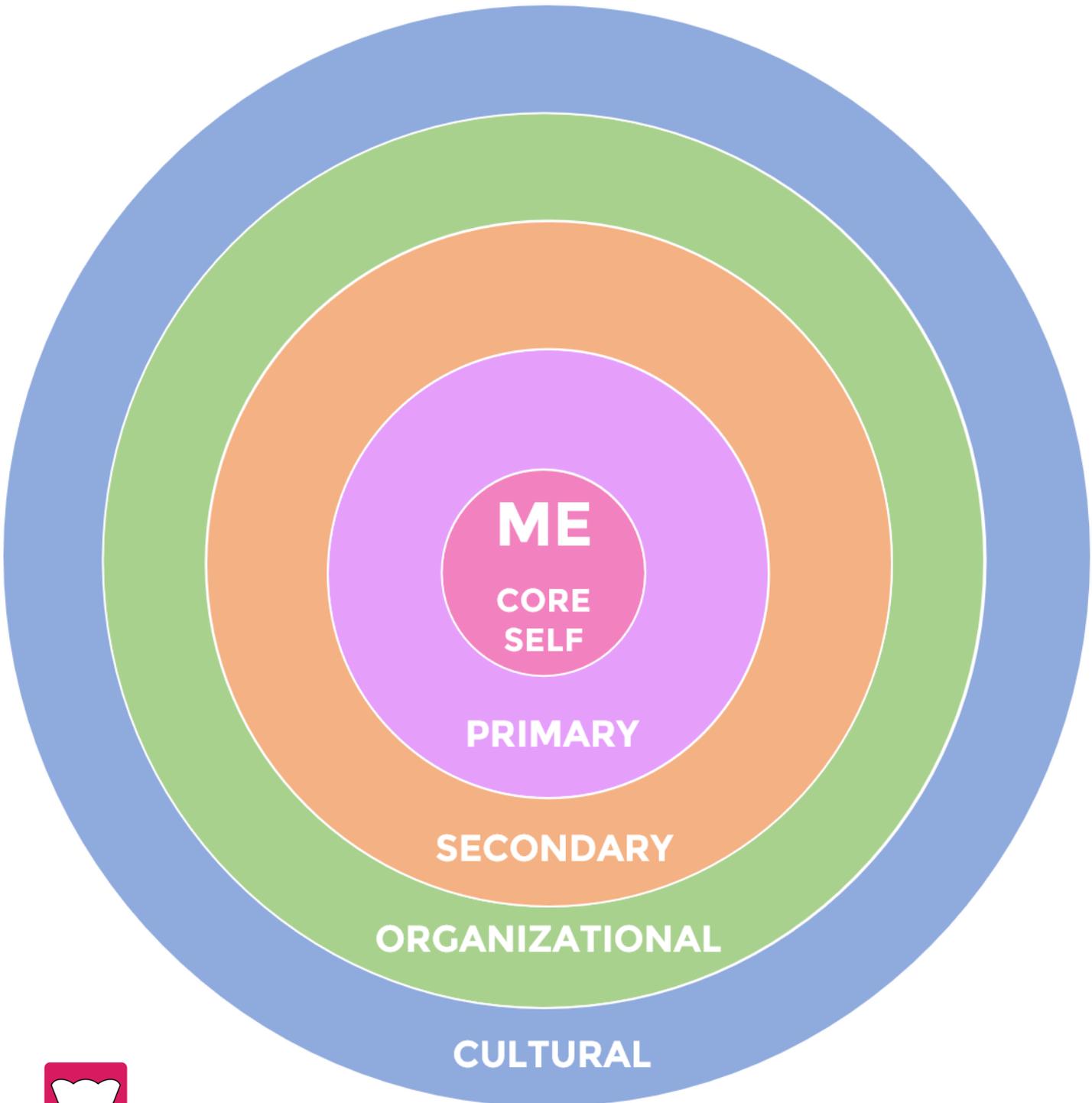
Each concentric circle of the Diversity Wheel represents a dimension of our beliefs, thinking, and responses ultimately supporting our response and actions.

- The **Core** dimension is how we think and communicate.
- **Primary (Internal)** dimensions are largely out of our control but have a powerful impact on behaviors and attitudes. These attributes generally cannot be changed.
- **Secondary (External)** dimensions are largely within our control and are choices formed by environmental, social and cultural factors and experiences.
- **Organizational** dimensions are largely defined and influenced by the group or organization in which we work or associate with.
- **Cultural** dimensions are largely defined and influenced by rules, laws, and expectations that can define how we treat each other.



Personalize Your Diversity Wheel

Consider which attributes mean the most to you and personalize your own Diversity Wheel.



SELF-REFLECTION IDEAS

- Focus on self-awareness
- Speak up when needed
- Be accountable for your words and actions
- Hold others accountable for their words and actions
- Interrupt your personal biases
- Embrace differences
- Have more one-on-one conversations

PERSONAL ACTION PLAN

- *What one concept or idea did you learn, or was reinforced, that you will commit to action? Why?*
- *What was presented in the workshop that could enhance your self-awareness?*
- *What traits on your diversity wheel influences how you “show up “ at MWF?*
- *How can being more self-aware of your preferences help you in working with others at MWF?*

RESOURCES & INFORMATION

ARTICLES

All About Cultural Competence and Workplace Culture

<https://www.indeed.com/career-advice/career-development/cultural-competence>

Workplace Cultural Competence - 7 Essentials

<https://www.diversityresources.com/workplace-cultural-competence/>

Fostering Cultural Competence in the Workplace

<https://factorialhr.com/blog/cultural-competence/>

VIDEOS

Where Are You From? video <https://youtu.be/crAv5ttax2I>

