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Multi-cultural Practicalities and Dangers

FORMAT:
Lecture and Experiential- Participants are encouraged to make the workshop more relevant to their concerns by actively participating in experiential training.

DESCRIPTION:
: When one is aware of the cultural similarities and differences between oneself and another person, family, or community and makes an appropriate assessment of the situation, then cultural sensitive and appropriate behavior and communication follows (depending on the personal skills of the individual). Therefore, whenever possible, culturally sensitive and committed professionals need to research and integrate knowledge about such other persons and their communities. Although, such professionals may be committed to this end, time and energy and adequate resources may not always be available for efficient investment to happen. In addition, there may arise a need for relationships and interactions with individuals or families from heretofore unexperienced cultural communities or with individuals or family "non-normative" within a familiar cultural community.

STEP ONE- SAFETY: Identifying and defusing DANGER ISSUES in Diversity and Multi-cultural Trainings
There are five common problematic approaches to diversity and multi-cultural trainings that are highly problematic.
1. moralistic
2. knowledge, tourist, enrichment approach
3. guilt/atonement approach
4. entitlement approach
5. ambush approach
6. practical approach

STEP TWO- BASELINE: Before Diversity and Multi-culturalism- Establishing COMMON GROUND
Distinguish diversity, multi-culturalism, and cross-culturalism
      What is culture? What are the manifestations of culture?
      What is culture for? What does culture serve?
      What defines culture? What used to define culture? What defines culture **now**?
      What is the relationship between culture and society?
      Do Values Define Society? or Does Society Define Values?

STEP THREE- REALITY: From prior MONO-CULTURAL SOCIETY to ever increasing MULTI-CULTURAL GLOBAL VILLAGE
        ▪ **MULTI-CULTURALLY PROFICIENT**

STEP FOUR- CRISIS: DANGER and OPPORTUNITY in confrontation and conflict in approaching Diversity and Multi-culturalism

STEP FIVE- FOUNDATIONS: The Loss and Rebuilding of TRUST

STEP SIX- DIALOGUE: COMMUNICATION SKILLS in the Diversity and Multi-culturalism Process

STEP SEVEN- STARTING: The CHANGE / PROBLEM SOLVING PROCESS

STEP EIGHT- INVESTMENT: Diversity and Multi-culturalism in the INSTITUTIONAL CULTURE