



Ronald Mah, M.A., Ph.D.

Licensed Marriage & Family Therapist, MFC32136

Psychotherapy, Parent Education, Consulting & Staff Development

433 Estudillo Ave., #305, San Leandro, CA 94577-4915

(510) 614-5641 Office - (510) 889-6553 fax - E-mail: Ronald@RonaldMah.com - Web: www.RonaldMah.com

**"SAME AND DIFFERENT"
DISCOVERY AND APPRECIATION
OF THE DIVERSE EXPRESSIONS OF OUR SHARED HUMANITY
A Multi-Cultural/Diversity Sensitivity Training**

FORMAT:

Lecture and Discussion- Participants are encouraged to make the workshop more relevant to their concerns by asking questions.

DESCRIPTION:

Focus is on helping participants learn the role of culture in society and the reasons for the development of different cultural values, patterns, and behavior in response to societies demands. Participants will learn how cultural diversity is appropriate and logical in response to needs, i.e. that individuals never "just" are different. Participants will learn how diversity relates to the perceived mainstream culture. The roles that pre-prejudice, prejudice, bigotry, and racism play psychodynamically as well as developmentally will help participants become aware of their own attitudes with regard to diversity. Issues for people of color and for white individuals will be discussed. Using the participants' greater insight and awareness, pragmatic applications for healthy and respectful cross-cultural interaction will be introduced.

SUMMARY OF CONTENT:

- 1) IDENTIFICATION of the areas where cultural differences may lead to problematic interaction. Information about similarities and differences between identified cultures will be introduced and used to identify these key areas.
- 2) UNDERLYING ISSUES: societal, economic, political
- 3) UNFAMILIAR CULTURAL EXPRESSION: the how-to's when you **don't** know what to do!
- 4) PREJUDICE: Acknowledging and identifying ones own tendencies
- 5) A BRIEF HISTORY of civil rights to diversity training;
distinguishing personality and temperament from cultural issues in relationships;
verbal and non-verbal communication;
ineffective and dysfunctional communication stances; including examples of
inadvertent culturally dysfunctional communication;
- 6) DISTINCT ISSUES FOR WHITE PARTICIPANTS
- 7) DISTINCT ISSUES FOR PARTICIPANTS WHO ARE PEOPLE OF COLOR
- 8) EXPERIENTIAL TRAINING & SELF-AWARENESS TRAINING



Ronald Mah, M.A., Ph.D.

Licensed Marriage & Family Therapist, MFC32136

Psychotherapy, Parent Education, Consulting & Staff Development

433 Estudillo Ave., #305, San Leandro, CA 94577-4915

(510) 614-5641 Office - (510) 889-6553 fax - E-mail: Ronald@RonaldMah.com - Web: www.RonaldMah.com

CULTURE QUIZ

1. What is the difference between the terms, cross-cultural, multicultural, and diverse (or, cross-cultural-ism, multiculturalism, and diversity)?
2. What is culture?
3. What is culture made up of?
4. What is culture for? What does culture serve?
5. What has historically defined culture?
6. What defines culture now?
7. What makes a culture "successful?"
8. What is the functional definition of culture?
9. What is the challenge of cross-cultural or multicultural situations for an individual (whether a member of the couple, a neophyte, or a therapist with new clients)?
10. What is the relationship between culture and society? Does cultural change cause change in society? Does society change cause cultural changes?
11. What is the relationship between culture and couples or families? Does the culture that each member of the couple brings into the relationship define the couple and family? Do the needs of each member of the couple, the couple itself, and the family combine two create a new culture?
12. How has societal and cultural change affected the family and couples dynamics?
13. What is the normal speed historically of cultural change? What is the normal speed historically of societal change?
14. What is the normal reaction historically of society to the need for change? What is the normal reaction of families to the need for change?
15. Under stress, what is the normal reaction of individuals, couples, families, communities, and society?
16. What is the relationship between the survival culture in a totalitarian society and the survival attitudes, beliefs, values, and behavior of an individual who has grown up in a dysfunctional and abusive family?
17. What is the relationship between the survival and flourishing culture in a democratic society and the survival and flourishing attitudes, beliefs, values, and behaviors of an individual who has grown up in a functional and supportive family?
18. What are the foundations to a successful cross-cultural relationship?