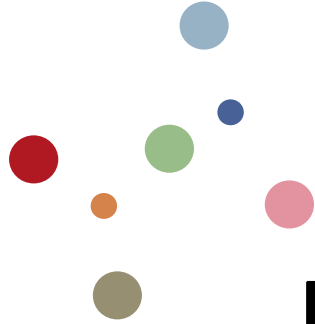


The background of the entire image is a light beige or cream color, densely populated with small, multi-colored dots. These dots are scattered across the entire frame, with colors including blue, orange, green, red, pink, grey, and black. Some dots are larger than others, creating a dynamic, confetti-like effect.

POINTS OF YOU[®]

Creative Tools & Training for Development



Multiculture & Diversity

Susanna MA
March 1st, 2021





Agenda

Check In;

Multiculture Theories & Tools Overview;

Case Study;

Diversity & Inclusion? BDJ Framework Introduction;

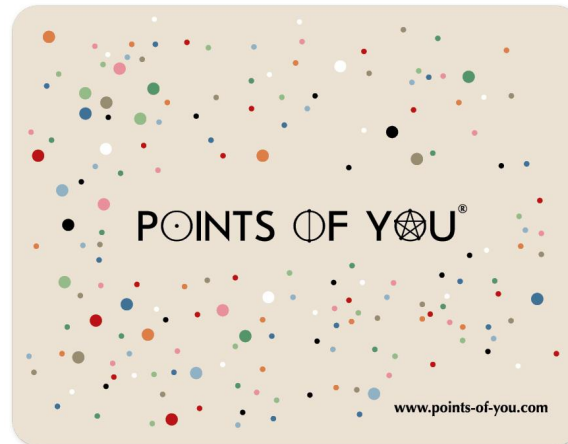
Group Discussion;

Sharing & Check Out;





Check In



(in maximum two sentences)

Why are you here?

How does it connect to the topic of today?



What is Culture?

Bullivant (1993) defines culture as a group's program for survival in and adaptation to its environment.

The cultural program consists of **knowledge, concepts, and values shared** by group members through systems of communication. Culture also consists of the **shared beliefs, symbols, and interpretations** within a human group.

The essence of a culture is not its ~~artifacts, tools, or other tangible cultural elements~~ but how the members of the group interpret, use, and perceive them. It is the values, symbols, interpretation, and perspectives that distinguish one person from another in modernized societies; it is not material objects and other tangible aspects of human societies (Erickson, 2012).



What is Multiulture?



Theories & Tools Overview – Multiculture

- Multicultural Dimensions;
- Multicultural Competence;
- Multicultural Orientation Framework;
- The Culture Map;
-



Theories & Tools Overview – Multiculture

- **Multicultural Dimensions;**
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Multicultural Dimensions

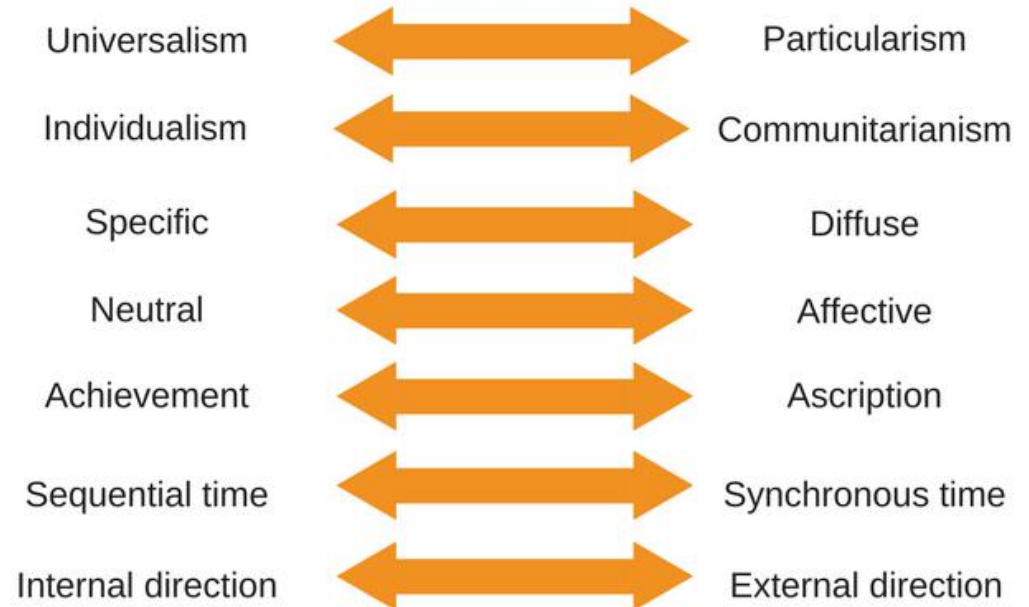
- ❑ [Hofstede's Six Dimensions](#) of national cultures: **Power Distance, Uncertainty Avoidance, Individualism/Collectivism, Masculinity/Femininity, Long/Short Term Orientation, and Indulgence/Restraint.**
- ❑ [The Lewis Model](#) was being developed in the 1990s and articulated in Richard Lewis's blockbuster, *When Cultures Collide* (1996). He came to the conclusion that humans can be divided into 3 clear categories, based not on nationality or religion but on behavior. He named his **typologies Linear-active, Multi-active and Reactive.**



Multicultural Dimensions

- [Trompenaars Cultural Dimensions Model](#), also known as The 7 Dimensions of Culture

Trompenaars Cultural Dimensions





Multicultural Dimensions

- ❑ [Kluckhohn and Strodtbeck](#) (1961) identified six dimensions of culture
 - The nature of people, The relationship with nature, Duty towards others, Mode of activity, Privacy of space and Temporal orientation.
- ❑ [Edward Hall](#), who classified groups as mono-chronic or poly-chronic, high or low context and past- or future-oriented.
- ❑ Early German sociologist Ferdinand Tönnies introduced the concepts of [Gemeinschaft vs. Geselleschaft](#) cultures.



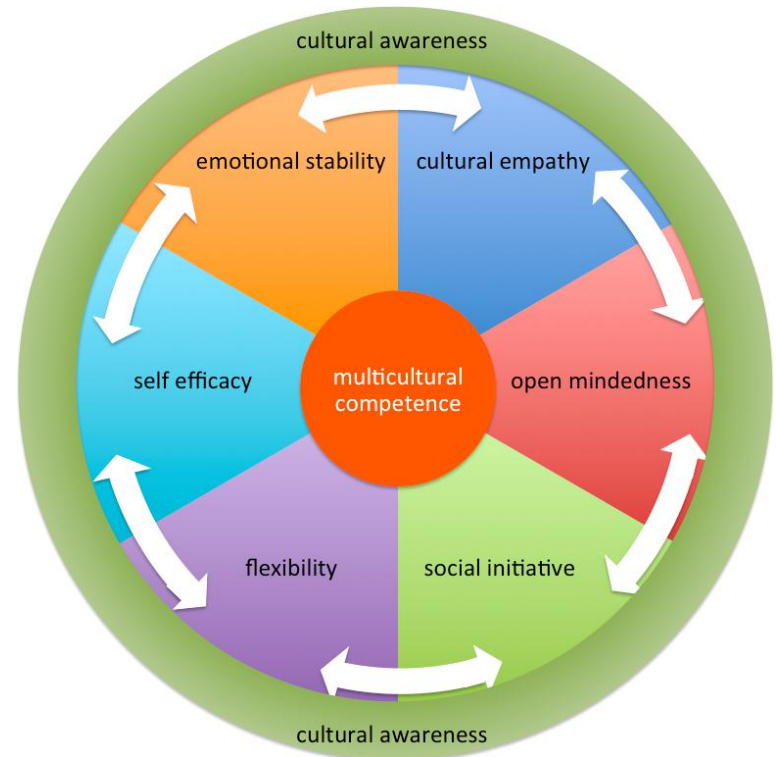
Theories & Tools Overview – Multiculture

- Multicultural Dimensions;
- **Multicultural Competence;**
- Multicultural Orientation Framework;
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-



Multicultural Competence

Cultural Competence as a concept was initially created as an offshoot of **multiculturalism** and **globalization**. We typically think of cultural competence as a panacea in addressing cross-cultural integration from the micro, mezzo and macro perspectives. In professional practice, cultural competence proposes numerous ways of understanding society and provides practice approaches and strategies that acknowledge and respect people from diverse backgrounds.





Multicultural Competence

The following synthesis of multicultural competencies was compiled as a result of what was learned from focus groups conducted by [Kansas State University's Tilford Group](#) In 2000–2001.

- I. Knowledge -- Awareness and understanding needed to live and work in a diverse world.
- II. Personal Attributes -- Traits needed by those who live and work in a diverse world.
- III. Skills -- Behaviors and performance tasks needed to live and work in a diverse world.



Theories & Tools Overview – Multiculture

- Multicultural Dimensions;
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-



Multicultural Orientation Framework

Emphasis on multicultural competencies (MCC) are now included in accreditation requirements and guidelines for all areas of psychological science.

The multicultural orientation framework was developed in response to several trends within the multicultural competencies tradition, with a particular emphasis on integrating the multicultural competencies tradition into research on psychotherapy process. They provide a [narrative review](#) of studies that include one of the three constructs (i.e., **cultural humility, cultural opportunities, and cultural comfort**) articulated by the multicultural orientation framework.



COF Assessment

CULTURAL ORIENTATIONS FRAMEWORK (COF)

SENSE OF POWER AND RESPONSIBILITY

Control / Harmony / Humility

TIME MANAGEMENT APPROACHES

Scarce / Plentiful
Monochronic / Polychronic
Past / Present / Future

DEFINITIONS OF IDENTITY AND PURPOSE

Being / Doing
Individualistic / Collectivistic

ORGANIZATIONAL ARRANGEMENTS

Hierarchy / Equality
Universalist / Particularist
Stability / Change
Competitive / Collaborative

NOTIONS OF TERRITORY AND BOUNDARIES

Protective / Sharing

COMMUNICATION PATTERNS

High context / Low context
Direct / Indirect
Affective / Neutral
Formal / Informal

MODES OF THINKING

Deductive / Inductive
Analytical / Systemic

OTHER

Your customized supplemental COF dimensions



Theories & Tools Overview – Multiculture

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The Culture Map, Erin Meyer – The Eight Scales

Each of the eight scales is described as a continuum between the two ends which are diametric opposite or at least competing positions as follows:

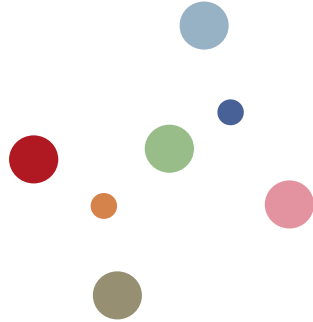
- | | |
|-----------------|---------------|
| * Communicating | * Trusting |
| * Evaluating | * Disagreeing |
| * Leading | * Scheduling |
| * Deciding | * Persuading |

These aren't graded low to high. You don't get a 10 for Communicating to show that you are a great communicator, or an 8 for being Decisive. Neither are they better in one direction versus the other. Rather, each endpoint has value from its own perspective.



“All the theories and tools are guiding references, and do not apply to every individual, since each one of us is unique”

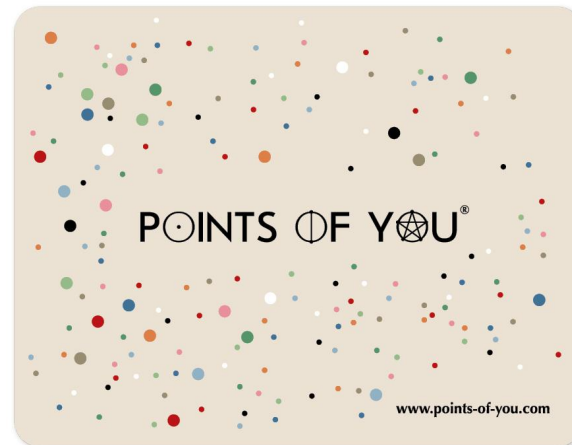




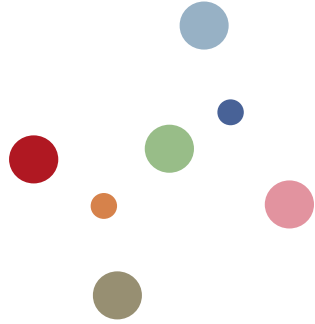
Group with 4, 15 mins

What will you do if you are Kerley Most?



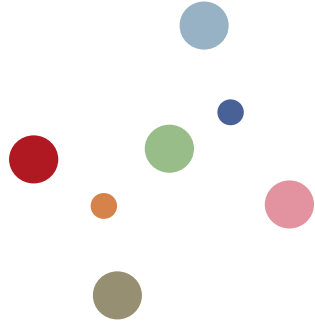


choose a card representing a moment
When you experience cultural challenge



Diversity





Diversity & Inclusion





Belonging, Dignity and Justice (BDJ) Framework





Belonging, Dignity and Justice (BDJ) Framework

Aida Mariam Davis from Decolonize Design created BDJ Framework inspired by her ancestors, elders and colleagues.

They define these terms as:

Belonging is one's physical, emotional and psychological safety; the indescribable feeling of being welcome.

Dignity is one of the most universal concepts to describe the sacred nature of each individual's personhood.

Justice is the repairing and restoring of individuals.




Going back to the moment

How will you act or react based on BDJ Framework?



Please share your significant insight –
What are my main insights from this process?



Thank you !