**Summary of 10.20.18 Workshop**

**Developmental Model of Intercultural Sensitivity (DMIS)**

CUUC at White Plains, White Plains, NY

Sponsored by the CUUC Board of Trustees, Rev. Erica Baron of UUCC Kingston, NY, introduced the Developmental Model of Intercultural Sensitivity (DMIS) workshop to 34 attendees on Saturday, Oct. 20th, 2018 in Fellowship Hall, CUUC at White Plains. This interactive presentation is designed to approach diversity and inclusion through the lens of intercultural competence, and help develop skills that lead to effective and appropriate communication with people of other cultures. The workshop began at 9:00A following a light breakfast, and concluded on schedule at 12:30P.

The session was a mix of a PowerPoint presentation by Rev. Baron, and interactive exercises by the audience. Dean Silverberg, Board Chair, introduced Rev. Baron to the audience and “set the table” for how the event would play out for the remainder of the morning. After adding some additional comments on “how the day would look,” she launched right into the first interactive exercise. Rev. Baron asked each participant to briefly introduce herself or himself (“how long have you been a member of CUUC?” etc.) and then asked for an answer to, “What are you hoping to learn today?”

Rev. Baron than led the group through a series of critical definitions which are part of the intercultural sensitivity language, and described the concept of “Iceberg of Culture” in which only a limited portion of cultural symbols are recognized by most of us. This triggered a number of comments and questions from the attendees which helped us all to better frame the concept.

The presentation continued with the introduction of the Intercultural Development Continuum. The main takeaway is that each individual will find herself or himself at one of the five stages of intercultural development, and with the opportunity/potential to advance toward the goal of Adaptation. After reviewing the elements of each of the five stages, we moved forward to an examination of the role of stereotypes and generalizations. The five stages are:

1. Denial (disinterest, avoidance)
2. Polarization (defense, reversal)
3. Minimization (similarity, universalism)
4. Acceptance
5. Adaptation (cognitive frame-shifting, behavioral code-shifting)

An exercise was conducted (“The Stereotype Wall”) with those in attendance forming a linear human wall which symbolized how stereotypes get in the way to “seeing the other” clearly.

Rev. Baron continued with her in-depth description of the five stages. After pausing for a chance to answer questions for a few minutes, we then shifted to an examination of organizations, and to better understand that they too experience an intercultural developmental continuum.

The final group exercise consisted of breaking up into 5 groups, with each group representing one of the five stages of development. Each group answered the following three questions:

1. How would a group of UUs in this stage go about creating a covenant to guide their work or the work of the congregation?
2. What would their process look like?
3. What might the group include in the covenant?

The session closed with an open “Q and A” session, and Dean Silverberg provided the official conclusion after thanking Rev. Baron and all 34 participants for their enthusiasm and engagement. He also announced the opportunity for any member of CUUC to request an Intercultural Development Inventory by Rev. Baron, at an additional cost to the member. This involves completion of an in-depth questionnaire by the participant, followed by a 45-60 minute phone consultation by Rev. Baron as to, “where they are” on the intercultural diversity continuum.

Rev. Baron, later that day, participated in the Board’s Retreat which involved further exploration of the DMIS model and intercultural issues. This included planning for continuing outreach to the congregation on the Developmental Model of Intercultural Sensitivity.

A voluntary, one question survey was conducted by EMail over the next few days following the event. Fourteen of the 34 participants responded (41%). The question: “What was your biggest takeaway from today’s workshop?” The Appendix attached to this summary contains the 14 responses.

Finally, on Oct. 31st, a copy of the complete PowerPoint presentation was furnished by Rev. Baron, and distributed to each of the 34 participants.

Respectfully submitted,

Dec. 29, 2018, Joe Majsak, CUUC Communication Coordinator

APPENDIX

Participant Feedback

*"Becoming Interculturally Competent: An Introduction"*

Saturday, Oct. 20, 2018 | CUUC White Plains

“I grokked the concepts that focusing on assumed cultural ‘universals’ (curiously resembling one's dominant culture) contributes greatly to an institutionalization of oppression, and that we should amend the ‘golden rule’ to be ‘Do unto others as they would have you do unto them.’ "

“I saw your request for the ‘biggest take away’- and I didn't want you to think I was ignoring it. I really didn't have a ‘big takeaway’- I've done work in this area and I didn't think the minister presented it in a specially unique or inspirational way. What were most helpful were her examples which then got into the nuance of some of the principles.”

“My biggest take away was that we may not be so Interculturally competent as we think we are at CUUC. But I am left with a feeling that we need including myself, more help with becoming more competent.”

“I came away feeling even more proud of our congregation. We have a collective willingness to acknowledge the need to constantly grow and change and we are not afraid to do the hard work to make that change happen - within ourselves and our community.”

“I thought that the class was valuable and I was glad that I attended. The analyses of the problem of inclusion, as presented, was complex and, on my part, would need to be read about and thought about in a more leisurely way. The problem and the method are too complex for me to completely absorb in the time allotted. The presenter’s diction and style of speaking gave my ears a challenge too.”

“Give space and agency to people outside of the dominant culture to be themselves; include them meaningfully in decision making, leadership roles and fun activities. Recognize my culture’s habits and communication styles, who it favors & disfavors. Appreciate other cultures’ ways and integrate them when they better serve an end.”

“That ‘acceptance’ is how I would have labeled our stage - we see ourselves as very accepting of other cultures. I learned that this kind of acceptance is not sufficient because it is still seen through our cultural filter. Also that all the singing and greeting in other languages during services is culturally inappropriate. We need to understand the backstory, not just mouth the words.”

“My biggest takeaway from the workshop is that in order to have effective change on an organization or group, we must recognize what stage that most of the members are in to adjust the strategy of how persuade them to move up to the next level.  For instance, if a group is in mostly in Polarization, you may have to appeal to a Minimization mindset.  If they are mostly in Minimization, you can try for more Acceptance, all the while realizing that many groups may have members in a combination of all these levels, all the way from Denial through Adaptation.”

“It really opened my mind and had given me a new perspective on culture. There were a couple of aha moments. One is Do unto others as you would have them do unto you as not being so helpful at times. My fixed concepts about what I’ve learned throughout my life are being challenged. Not just in this class but in general. This class was very helpful to me.”

“This was a very good beginning. The entire workshop was valuable however the second segment during our retreat demonstrated, how difficult it is to see patterns of thought that have been unacknowledged and therefore never questioned. We are a good, decent group of people who will, with hard work and a lot of introspection, make it to the next level.”

“I didn’t initially respond because, honestly, I didn’t feel that I got all that much out of the session. I had thought we would each get to explore more about ourselves individually than we did. Sorry.”

“I thought the presenter was an effective speaker. The content of the program left me with little that I had not taken from Meredith’s sermon. I am not sure the model sustains three and a half hours. The dearth of response may result from people having little to say.”

“I don't know if you want to put this in your collection but my biggest takeaway was not from the workshop but from the Part II in which only the board participated.  It was there that I got clarity on what cultural appropriation means and I got a better understanding of how we can spot "red flags" when we may be inadvertently disrespecting another culture.  That was the most helpful part for me.”