



# *Cultural Competency for Leaders Out & Equal Summit*

*October 7, 2009*

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# *Agenda*

- Welcome and Introductions
- Context & Intention
- Guidelines for Discussion
- EA Model – Part 1
- Lunch
- EA Model – Parts 2 & 3
- Close

# *Context & Intention*

- Definition of “culture”
- Process, not event or destination
- Cultural Competency vs. Diversity Training
- Definition of Cultural Competency

# *Culture*

***“The set of shared attitudes, values, goals, and practices that characterizes an institution, organization or group.” “The customary beliefs, social forms, and material traits of a racial, religious, or social group.”***

# *Diversity*

*The concept of diversity encompasses respect, acceptance, and appreciation of difference. It means recognizing and understanding that each individual brings unique differences (as well as commonalities) with us. Intolerance of and prejudice around differences along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies results in the “isms.”*

*Diversity is about understanding each other and moving beyond simple tolerance to authentic relationships that embrace and celebrate the rich dimensions of diversity contained within each individual.*

# *Cultural Competency*

***Cultural Competency is best understood as a practice, not an intellectual achievement. It is not a specific endpoint but a lifelong engagement and commitment for individuals to actively appreciate the complexity of diverse cultural norms and the often invisible pervasiveness of majority cultural imperialism. A better working term would perhaps be “cultural humility.”***

*(Tervalon and Murray-Garcia)*

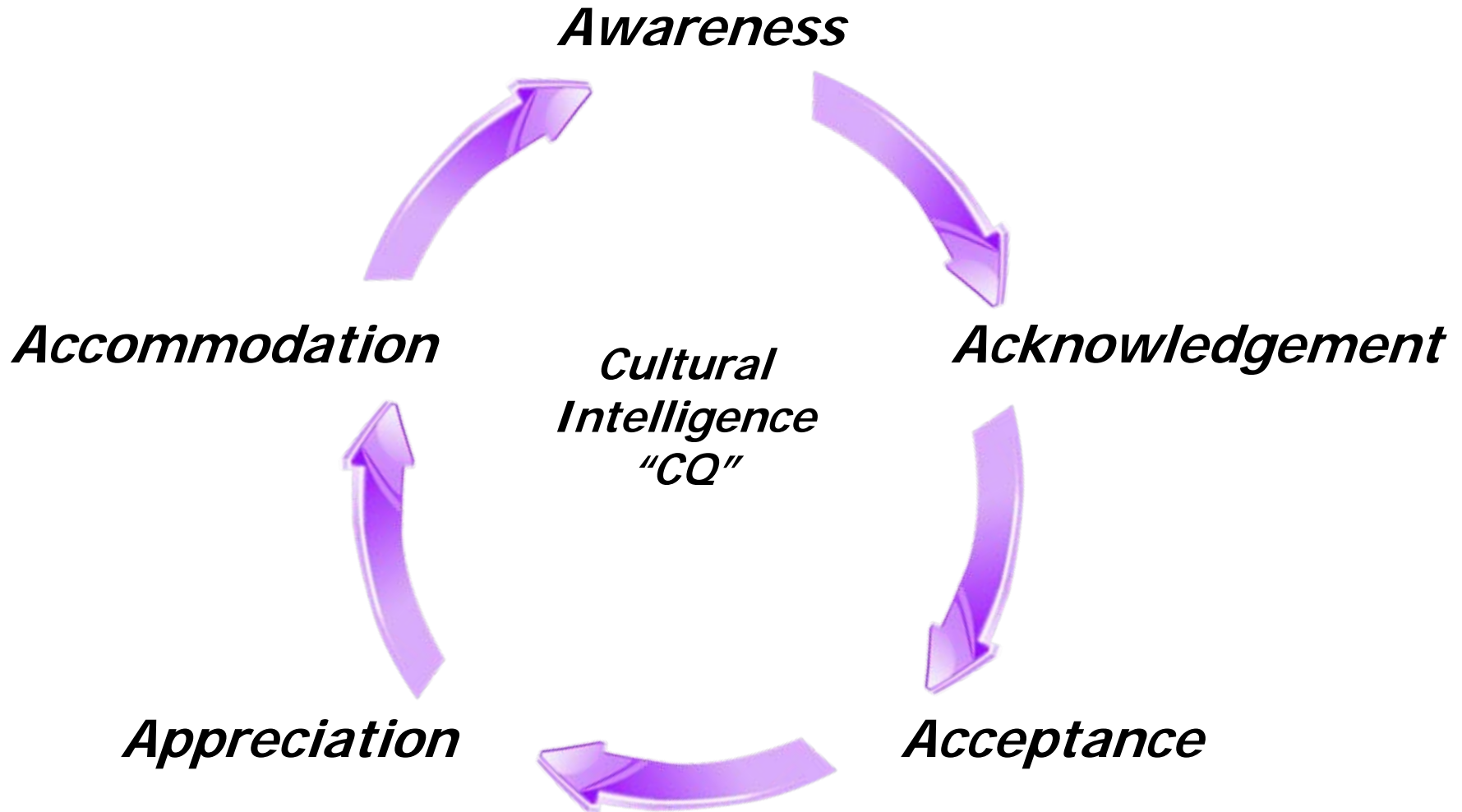
# *Guidelines for Discussion*

- ✓ *Try on new ideas, concepts, and perspectives*
- ✓ *Practice self-focus*
- ✓ *Share air time with others*
- ✓ *Use “oops” and “ouch”*
- ✓ *Make no assumptions*
- ✓ *Use both/and thinking*
- ✓ *Maintain confidentiality*
- ✓ *Be aware of intent and impact*

# *Equity Action Cultural Competency/Humility*

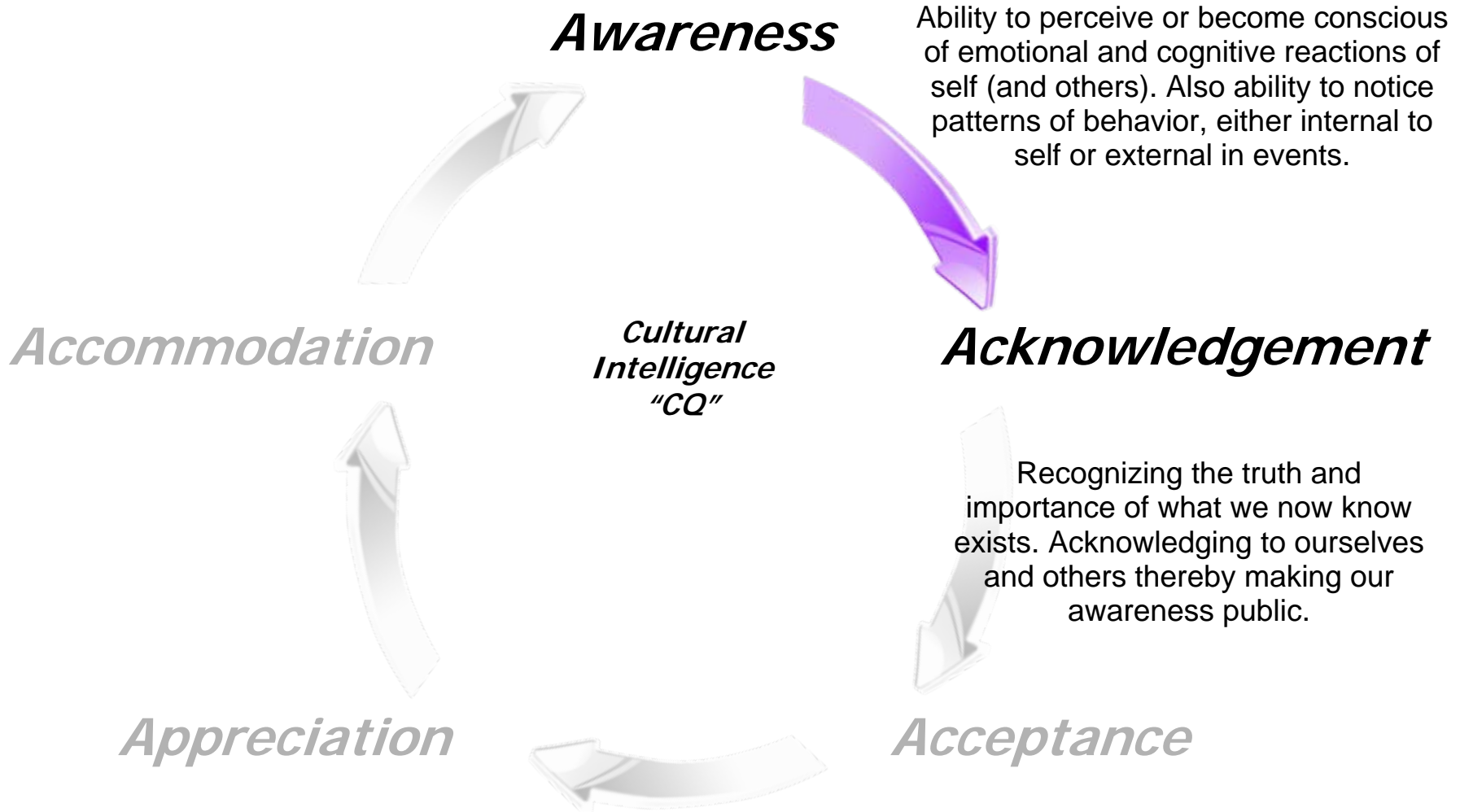
## *5 Stage Model*

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# *Equity Action Cultural Competency/Humility Stages 1 and 2*

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# *Assessment Activity*

- Individually, complete Stages A1 and A2 of the Cultural Competency/Humility Assessment Tool (*10 mins*)
  
- Pair and share (*10 mins*)

***“We don’t see things as  
they are...we see things  
as we are.”***

***Anais Nin***

# *Equity Action Cultural Competency/Humility*

## *Stages 3 and 4*

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***Awareness***

***Accommodation***

Assigning positive value we affirm or admire and create the potential to incorporate that which is different into our selves, our lives, our communities and workplaces.

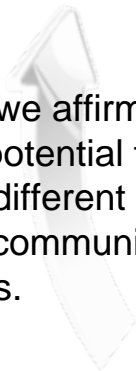
***Appreciation***

***Cultural  
Intelligence  
"CQ"***

***Acknowledgement***

Taking that which is perceived as different and making it as equally valid as our own experience, self, and life.

***Acceptance***



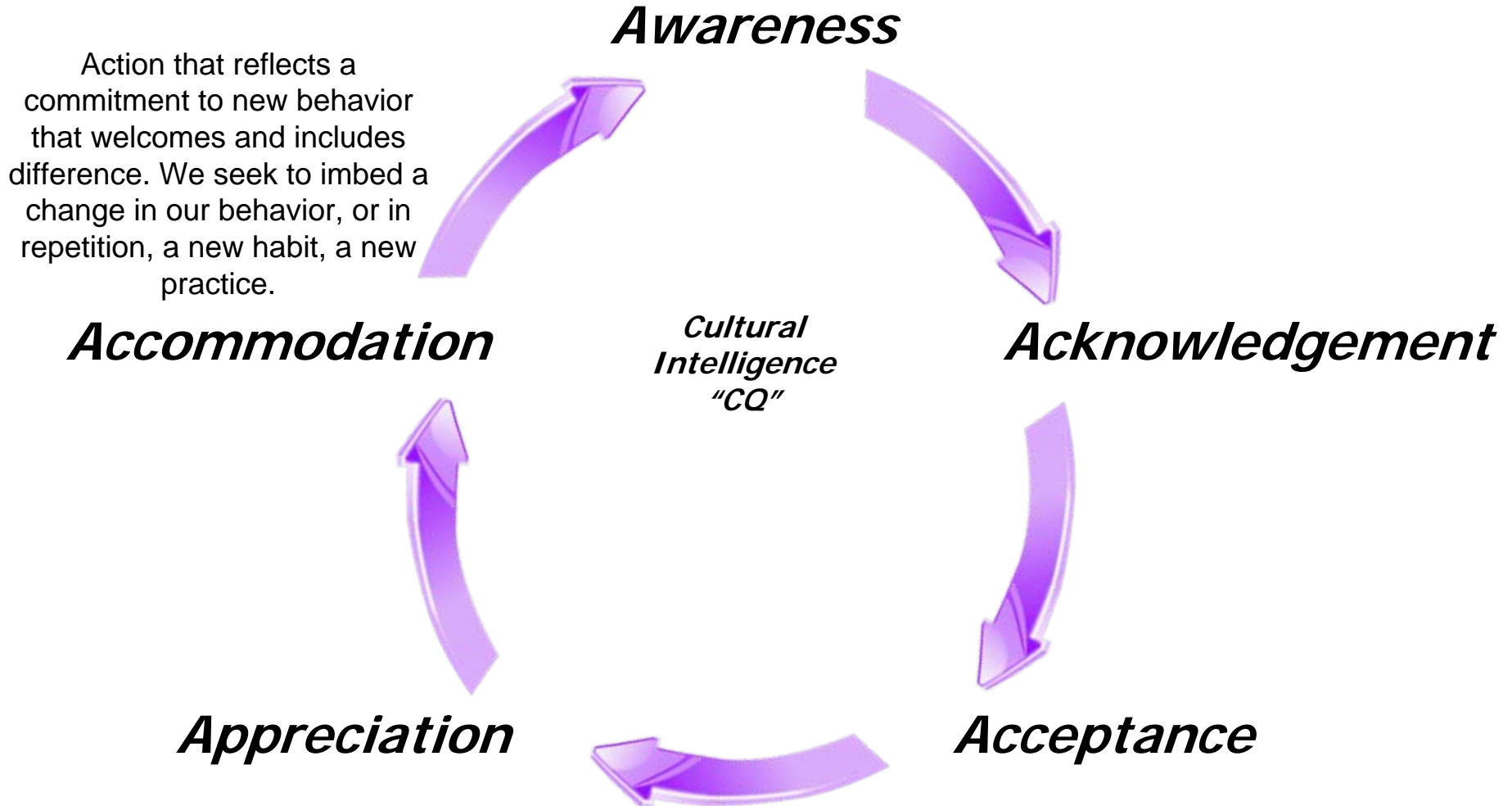
# *Assessment Activity*

- Individually, complete Stages A3 and A4 of the Cultural Competency/Humility Assessment Tool (*10 mins*)
  
- Pair and share (*10 mins*)

# *Equity Action Cultural Competency/Humility*

## *Stage 5*

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# *Assessment and Action*

- Individually
  - complete Stage A5 of the Cultural Competency/Humility Assessment Tool
  - using your assessment of all 5 stages complete the Action Worksheet (15 mins)
- When ready, pair and share (5 mins)

# *Closing Reading*

***“Everyone carries within them at least one and probably many pieces to someone else’s puzzle. Sometimes they know it, sometimes they don’t. And when you present your piece which is worthless to you to another, whether you know it or not, whether they know it or not, you are a messenger from the most high.”***

***“Honey From the Rock”  
by Lawrence Kushner***