Building an Inclusive and Interculturally-Competent Community

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An Inclusive and Interculturally-Competent Community

Engage

Students (orientations, classes, activities)
Staff (workshops, trainings)
Faculty (workshops, faculty meetings, training sessions)
Building an Inclusive and Interculturally-Competent Community

How to facilitate a conversation, session, or workshop?
Suggestions:

1) Talk about implicit bias.
Implicit Bias Video Presentations
Concepts Unwrapped | Implicit Bias – UT Austin-
https://www.youtube.com/watch?v=OoBvzl-YZf4

Peanut Butter, Jelly and Racism -
https://larryferlazzo.edublogs.org/2016/12/19/very-useful-ny-times-video-series-on-implicit-bias/

Project Implicit website at Harvard
Suite of Implicit Association Tests
https://implicit.harvard.edu/implicit/education.html
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How to facilitate a conversation, session, or workshop?
Suggestions:

1) Talk about implicit bias.
2) Do a climate survey and use results to motivate the discussion.
3) Engage the group with motivating scenarios.
Assumptions and biases can disadvantage certain groups

Having an understanding of this is an important part of being culturally competent.

To set the stage for discussion, consider this P&G video about bias: Let’s talk about the look so we can see beyond it.

https://us.pg.com/talkaboutbias/
What kinds of assumptions were people making about the main character in this video?

Reflection: What kinds of assumptions do you make about other people?
Why is diversity important?

This next video provides a company perspective on culture awareness, diversity, and inclusion.
What are the messages here?

• The market place is becoming more diverse; demographics are changing.
• Your workforce should mirror those you serve, thereby providing a competitive advantage.
• If you want to win, you need a diverse team.
For contrast, let’s consider the message in this video.

https://www.youtube.com/watch?v=t4DT3tQqgRM
Do you think the design team that developed this tracking software was diverse or culturally aware?

Another video to consider looks at an automatic soap dispenser (same issue)

- [https://www.mic.com/articles/124899/the-reason-this-racist-soap-dispenser-doesnt-work-on-black-skin](https://www.mic.com/articles/124899/the-reason-this-racist-soap-dispenser-doesnt-work-on-black-skin)
Stereotypes

This next video highlights interactions experienced by minority students.

https://youtu.be/E117oP9Zn1E
Intent is to promote conversation about stereotypes and the differences in experiences among various groups, such as White, Black, Latinx, LGBTQ, Disabled, Multiracial, International, ….
Promoting Student Inclusion: An Evidence-Based Program for Transforming Purdue’s Climate

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Facilitation materials and videos can be downloaded from this cite
https://www.purdue.edu/diversity-inclusion/dta_projects/resources/index.html
Confrontation/dialoguing about bias. Inter-group interactions. (Bball): https://youtu.be/sv9EkYTMkaw

Incremental process of learning not to rely on stereotypes. Making mistakes https://youtu.be/ZxKa9GOxPLY (LCC)

AWARENESS of bias and working to reduce bias through self-regulation (self-regulation is addressed in the presentation) Matt https://youtu.be/IP3uL2St2dI

Pluralistic ignorance, where students silently assume that people who differ from them don’t want to interact when in fact people will get along well and discover similarities if they “take the plunge” and interact. (Classroom) https://youtu.be/DhwxB3Fqqtw
Culturally Insensitive Assumptions

This last video deals with assumptions and biases, but with a twist. It sets the stage for discussion about culturally insensitive assumptions.

What kind of Asian are you? - https://youtu.be/DWynJkN5HbQ
Thank you for listening!