Developing Multicultural Competence

ACROSS LVAIC CAMPUSES

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1. Background Problem
2. Our Proposed Solution
3. The Desired Objectives
4. The Module Development
5. The Proposed Implementation
   - FYWS Courses
   - Graduate Courses
what we hope you take away

1. See how our collaborative effort functions to engage myriad audiences
2. Hear how design principles are shaping our project’s development
3. Learn how we plan to implement and test our project with multiple students
The PROBLEM
multicultural competence

- knowledge
- skills
- attitudes/awareness
Our PROPOSED SOLUTION
Teaching in the Internet age means we must teach tomorrow’s skills today.

- Jennifer Fleming
experiential learning

Tell me and I forget, teach me and I remember, involve me and I learn.

Benjamin Franklin
The DESIRED OBJECTIVES

SMART

- Specific
- Measurable
- Attainable
- Relevant
- Time Based
to increase the number of:

1. Cross-campus collaborations
2. Participants in diversity initiatives
3. Sustainable pedagogical and andragogical practices
4. Vetted course materials
learning objectives where students:

1. Learn how **humans develop socially** and understand the complexity of interpersonal group relations.
2. Gain a greater understanding of, appreciation of, and respect for social relations and **groups’ differences AND similarities**.
3. Become more **multiculturally competent** and empathetic when dealing with diverse groups.
4. Become **storytellers** for marginalized groups that normally do not have voices that are heard.
The MODULE DEVELOPMENT
proposed topics:

1. Diversity, intersectionality, and tolerance
2. Prejudice and discrimination
3. Race/ethnic experiences
4. Religious differences
proposed topics:

5 Gender, gender identity, and sexuality
6 Abilities and disabilities
7 Competence and communication
8 Multicultural competence training
Cultural Awareness

Behavioral Skills
- When leaders model appropriate behaviors, other people can learn.
- In turn, these individuals can model behaviors, educating others.
- Knowledge is created and awareness is increased.

Cognitive Skills
- With knowledge and information about a culture, a person will have heightened sensitivity and tolerance toward differences in cultural values, attitudes and beliefs.

Cross-Cultural Competency

Cultural Adroitness

Cultural Sensitivity

Affective Skills
- Once team members are sensitive to and appreciative of differences, they demonstrate appropriate behaviors and take appropriate action to avoid any cultural misunderstandings or blunders.
authenticity  experiential learning
interactive simulations  engaging discussion
example
one
Welcome to the Team!

Oh, come in! You must be my new reporter. I’m Mr. Simmel – the editor. I hear you have a background in multicultural competence. That will come in handy on your first assignment in the field. There was a report of a robbery, and it’s in a neighborhood that is already experiencing some pretty serious racial tension. I need you to go down there and investigate and bring me a good story.
Create an authentic news article OR a video recorded broadcast

Analyze what you learned about the media, powerful people, and race/ethnic relations from doing this activity

Reflect on your experience completing this activity
1. Witness Expert
2. City Demographics
3. Police Press Conference
4. Police Reports
5. Surveillance Video
6. Police Sketches
7. Interview Witnesses
8. Attend Protests
TODAY'S NEWS

ALERT: TWO YOUNG ADULTS ROB ANYTOWN'S LOCAL

CONVENIENT STORE AT GUN POINT.

On the morning of November 10th, 2014 two young men walked into the Anytown's local convenient store located at 10 Market Street and robbed the store clerk at gun point. Both suspects are believed to be young kids with in the ages of 16 and 20 years old. Thankfully there were no casualties during the armed robbery although, shots were fired. There were three customers in the store at the time excluding the stores employees, a few who even recognized the suspects as locals of the town. When we spoke to one of the eyewitnesses (who would rather remain anonymous at this time) he mentioned that he may have recognized one of the suspects and told us he believed his name was Johny. He then went on to say “Johny is a good kid, so I told him to get out or I was going to call the police”. One might say just wrong place at the wrong time.

The two suspects were wearing what appears to be one white hoodie with black designs and one dark hoodie either navy blue or black in color. A total of $764.00 was taken from the register after suspect 1 hit the store clerk in the head with his gun.

Another eyewitness saw one of the suspects leave on a bicycle. She believes she last saw him around the Garden Crest Apartments. As of now it is unsure of either suspects race but it is believed that one of the suspects is Caucasian. When we have an official ID more information will be released. If you think you recognize either one of the suspects in the above sketches please do not hesitate to call the Anytown Police Department. The local police feel strongly about this and believe they are close to finding the two who are guilty of this crime. As Chief Samuel said in the press conference they are narrowing in on their search range and are getting closer every day. Every lead helps which is why they encourage you to call the tip line. It can be reached at (555) 555-2100.

A local hang out spots for kids of that age group is known to be on and or around the corner of Linden Avenue in Anytown, NJ.

“Johny is a good kid, so I told him to get out or I was going to call the police”

-EYE WITNESS
example
two
1. The Mortal Question
2. History & Lineage
3. Dr. Strange & Deadpool
4. Spiderman
5. Storytelling via Comics
6. Wonder Woman & Feminism or Womanism (DC)
7. Various XMen
8. XMen vs NAACP vs Nation of Islam
example
three
Leading Change in Organizations
Transgender Health Care Module

**Online Components**

Focus
- Questions

Knowledge and Information
- Videos
- Readings
- Knowledge Test

**In-class Component**

Affective & Behavioral Skill Development
- Skills
Driving Questions of the Module

What do I need to know to provide the best care to transgender patients?

- How are transgender patients different from other, cisgender patients?
- What are the social conditions that affect health care for transgender patients?
- How do I talk to a transgender patient?
- Why are my responsibilities for providing the best care for transgender patients?
Knowledge and Information

Videos

Geena Rocero: Why I must come out (9:55)
Ted Talk, Ted2014, March 21 04 Link

Is Gender Identity Biologically Hard-wired? (9:42)
Jackie Judd, PBS News Hour, May 13, 2015 Link

Treating the Transgender Patient (6:50)
Ranit Mishori, MD, Department of Family Medicine, Georgetown University Medical Center, September 17, 2015 Link
Knowledge and Information

Readings


Skills

understand the world from others’ points of view
personal responsibility for responding to a situation
develop skills in communication
develop skills in conflict management

Where: In class

Activity: Case reading, analysis, and discussion

Deliverables: Intervention plan, training protocol

Example: A Situation on the Floor

Leading Change in Organizations
The PROPOSED IMPLEMENTATION
fyws courses:

1. We’re All Just People: Intersectionality, Diversity Awareness, and Developing Multicultural Competence
   Moravian College

2. Critical Thinking and Writing on The Marvel of Marvel
   Moravian College
graduate courses:

3  Design Thinking for Learning  
    *Lehigh University*

4  Leading Change in Organizations  
    *Moravian College*
testing the modules:

- Pretest
- Test
- Test
- Intervention
- Posttest
Questions?

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