INTERCULTURAL INTERSECTIONS: DIVERSITY & INCLUSION AS AN INTEGRAL PART OF INTERCULTURAL DEVELOPMENT

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MENTIMETER EXERCISE

Go to www.menti.com and use the code 30 64 38
AGENDA

INTRODUCTION
  • LEARNING OUTCOMES
  • CENTERING ACTIVITY - “THE NAME GAME”
  • INCLUSIVE LANGUAGE: KEY TERMS EXERCISE

BREAK

ACTIVITY 1: INTERCULTURAL DEVELOPMENT CONTINUUM
ACTIVITY 2: INCORPORATING MINDFULNESS OF DIVERSITY AND INCLUSION INTO ONE OF THE FOUR STAGES OF STUDY ABROAD

CLOSING ACTIVITY: BECOMING A CHAMPION OF INCLUSIVITY

OPEN DISCUSSION (Q&A)
LEARNING OUTCOMES
Learning Outcomes

- Unpack important terminology in the field of diversity and inclusion, including the terms “diversity” and “inclusion” themselves.
- Articulate an understanding of the connection between Intercultural Competence and Equity and Inclusion.
- Integrate diversity and inclusion practices and strategies into intercultural skills-building exercises.
- Identify key challenges preventing meaningful diversity and inclusion in the field of international education and develop strategies to transform these into opportunities for intercultural growth and development.
- Walk away with some tools and resources for providing a more inclusive study abroad experiences.
CONVERSATION GUIDELINES
THE NAME GAME
Name Game

What do(es) your name(s) say about you?

• Who named you?
• Why are you named what you are named?
• What does it mean to you?
• What does your name signal to other people?
INCLUSIVE LANGUAGE
Intercultural Competence

The journey towards developing the skill of effective and appropriate communication and behaviour while exercising emotional resilience and suspending judgement with humility.
Johan Galtung’s Triangle of Violence

Direct Violence

Cultural Violence

Structural Violence
ACTIVITY #1: INTERCULTURAL DEVELOPMENT CONTINUUM
Activity #1: Intercultural Development Continuum

- Denial
- Polarization: Defense/Reversal
- Minimization
- Acceptance
- Adaptation

Modified from the Developmental Model of Intercultural Sensitivity (DMIS), M. Bennett, 1986.
ACTIVITY #2: INCORPORATING MINDFULNESS OF DIVERSITY & INCLUSION IN ALL FOUR PHASES OF PROGRAMMING

Administrative | Pre-departure | On-Site | Re-Integration
Activity #2

Administrative | Pre-departure | On-Site | Re-Integration

- Break into small groups with each group coming up with practical examples of how to incorporate mindfulness of diversity & inclusion into one of the four stages of study abroad
- Nominate one scribe/spokesperson to report out to the larger group
CLOSING ACTIVITY: BECOMING A CHAMPION
Becoming a Champion of Inclusion

- It is the responsibility of everybody and not a select few.
- Be aware of your own bias and prejudice.
- Expose yourself to positive images of marginalised people.
- We are all on this journey together. People are at different points in this journey.
- Take a good hard look at your team/friendships. Is it diverse and inclusive?
- Building a truly diverse and inclusive culture includes responding patiently and sensitively to the unconscious biases that exist around you.
- Create a team environment of psychological safety so that all members can contribute their best efforts.
- Use inclusive forms of speech, examples and activities.
- Others?
We’ve put together a Google Drive folder with information and resources pertaining to the topics covered today.

https://tinyurl.com/CIEEToolkit
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