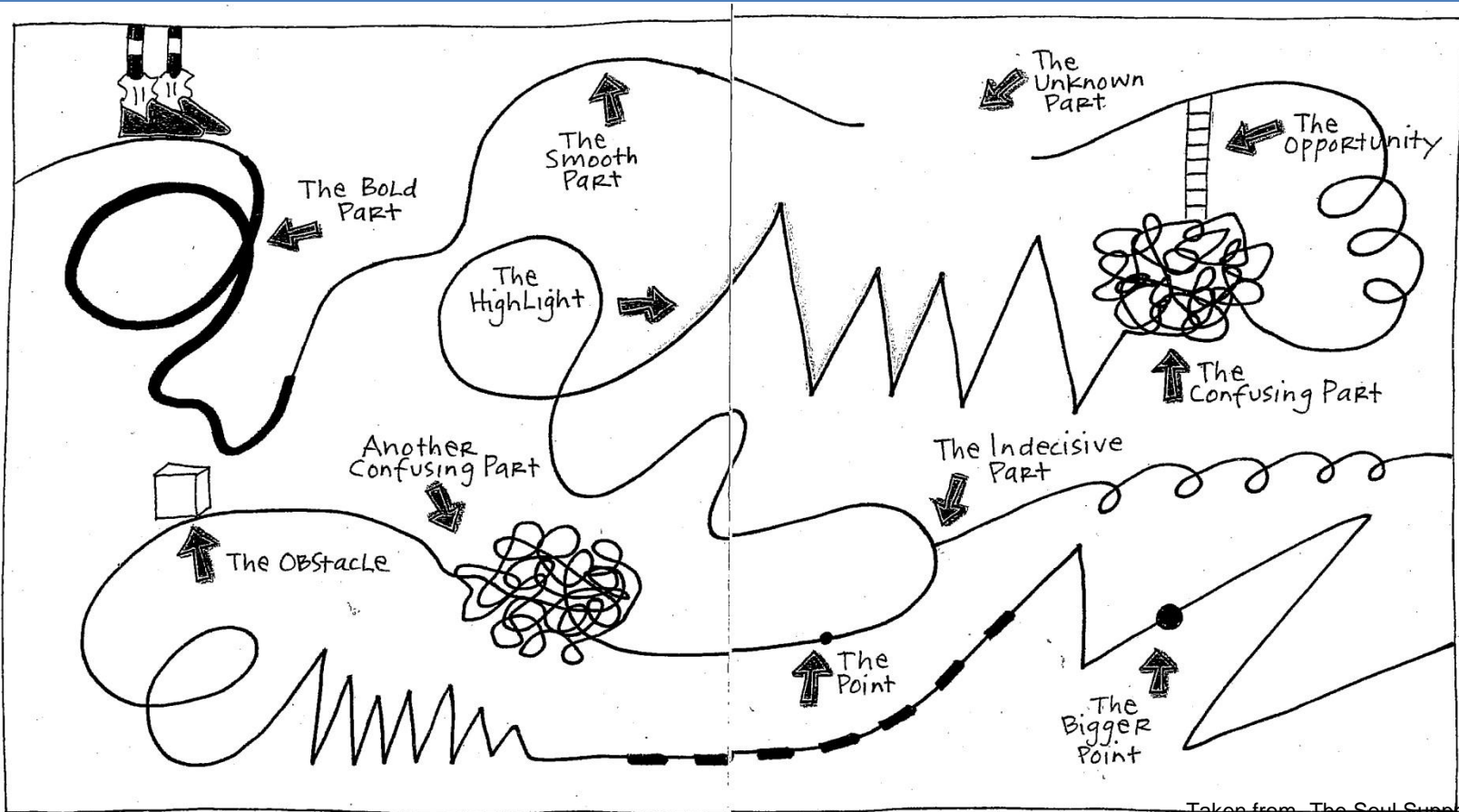




PRESENTED BY:

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Director of Early Childhood Initiatives

*“Culturally Responsive
Communication –How to Lead”*



Taken from The Soul Support Book by Deb Koffman

MAP of the TERRITORY

New Lens on Culture For Individuals and Community



Before creating a plan for community members

- Ask yourself these key questions:
 1. What is their history? What was their home or origin?
 2. Why did they settle in Minnesota?
 3. What religious or spiritual beliefs are influential in this culture and for this individual?



II. Life Long Journey

- **Stages of personal development toward increased cultural competence (Adapted by Kate Kirkham’s “Dimension of Diversity”)**
 - A. **Breadth of Awareness:**
 - 1). Awareness of interpersonal beliefs/attitudes (prejudice)
 - must comprehend one’s own past experiences
 - understand that one’s personal experience is not the reality



Life Long Journey (Continued)

- 2). Awareness of intergroup behaviors (discrimination)
 - what is the behavior of my group (not an indictment)
 - majority (dominant) group members (Caucasians, males, etc.) report more difficulty in this statement that in statement 1, because talking about: “whiteness” or “male norms” is not familiar or comfortable.

Life Long Journey (Continued)

- examples of group behaviors:

- jokes
- informal information loop open only to group members,
- eye contact with only group members,
- body language and verbal responses to non-members that differ from those given to or share with members.

3). Awareness of institutional bias and discrimination (Racism, sexism, etc.)

B). Depth of understanding (awareness of one's range of responses to issues):

- What I think
- What I feel
- What I do (as experienced by others not my intentions)
- What I hold onto as fundamental values

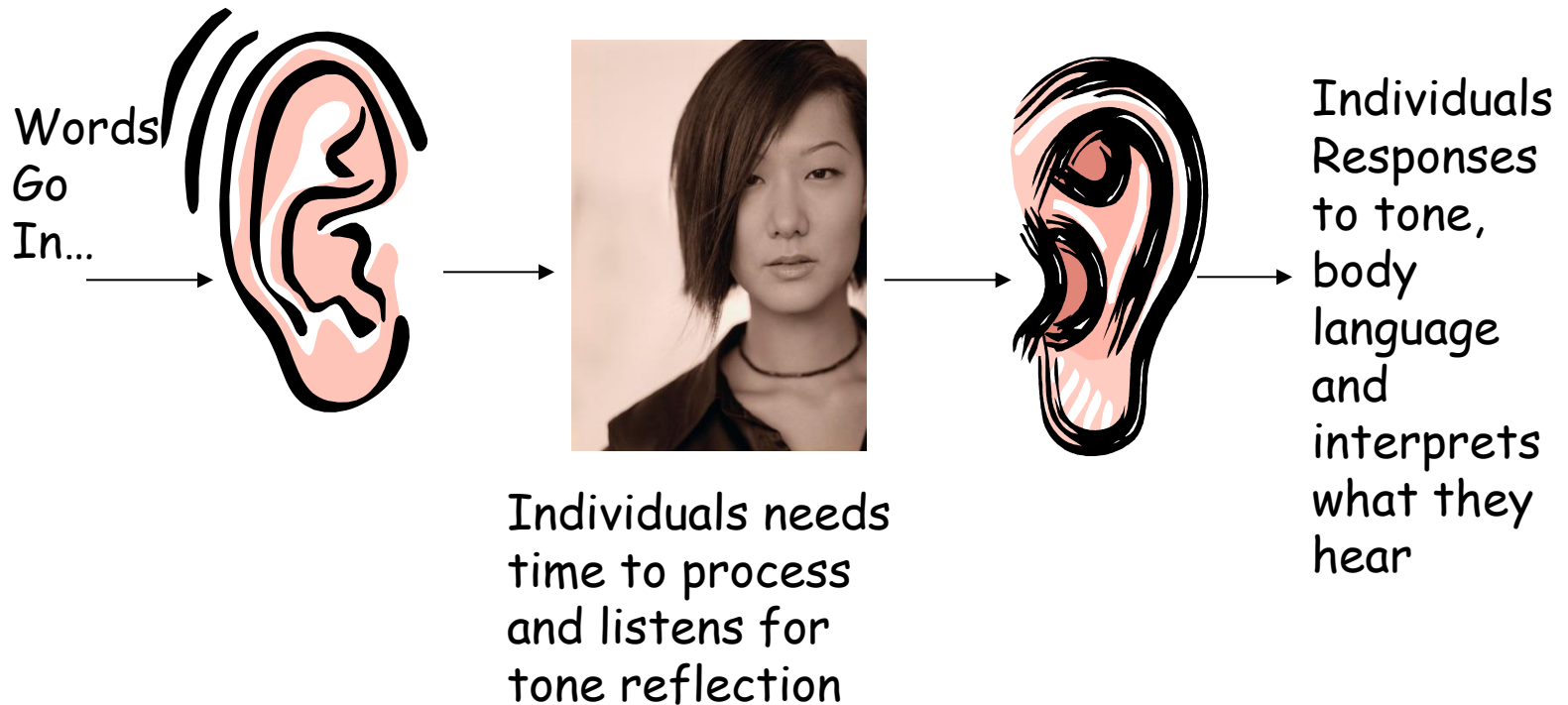


III. Cross-cultural communication

- In seeking knowledge, the first step is silence, the second listening, the third remembering, the fourth practicing, and the fifth teaching others.
(saying by Solomon Ibn Gabriel)



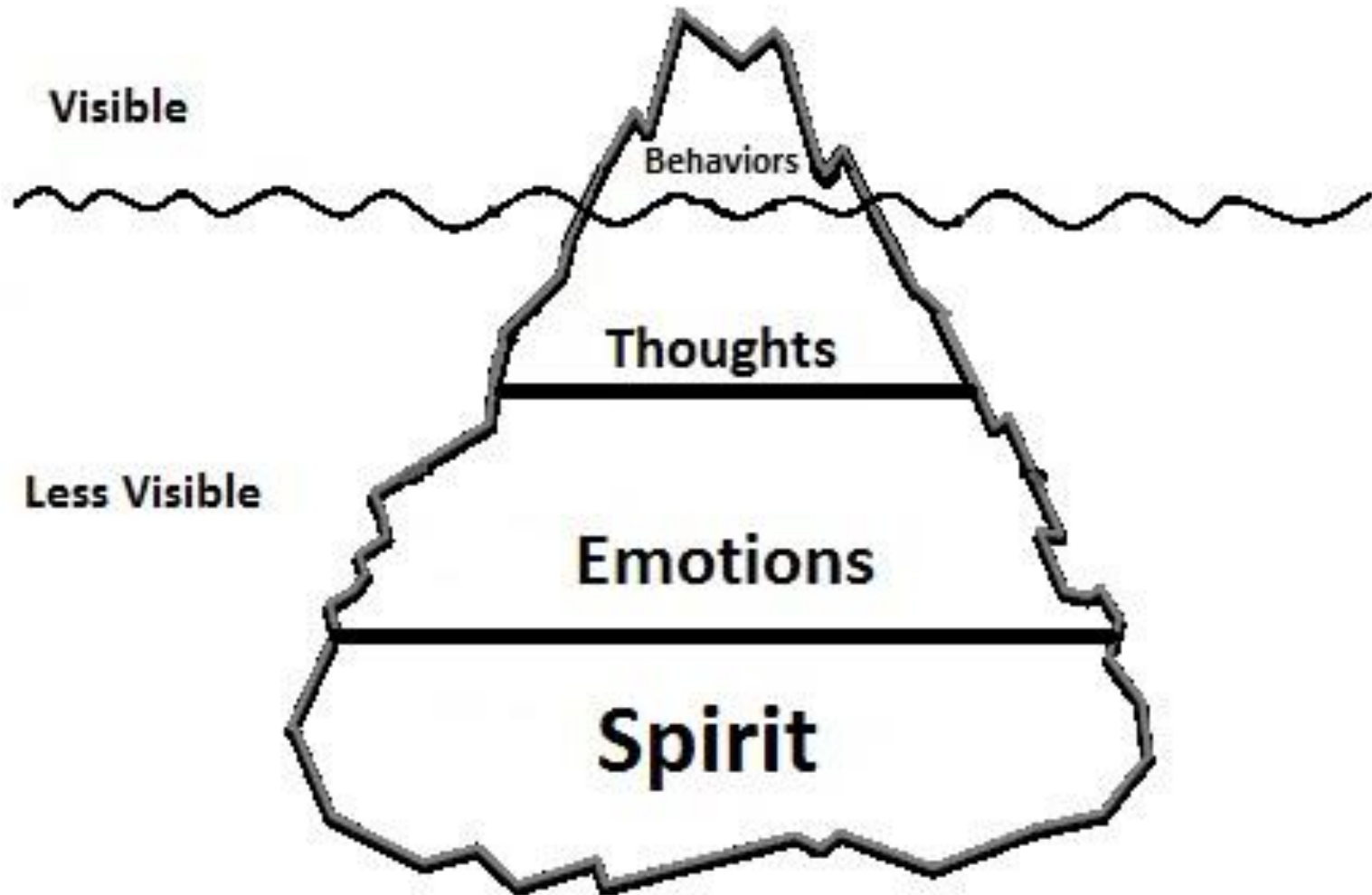
Tone of voices



If it's a good
connection...
You have an engaged
Client/partner.



IV. Deep Culture Iceberg – How deep can you go?



V. Why Culture and stories are so connected.

- Demonstration of cultural perspectives through story telling is practiced in all cultures. It is often used to teach children lessons, to entertain adults or just communication on events taken place to pass oral history down from generations to generations.



What can you do?

- Make space for a variety of voices
- Provide opportunities to coordinate activities that address group and individual cultural needs
- Consider and be flexible to varying interest opinions and true ideas
- Recognizing diversity in perspective is more likely to be effective in terms of skills, opinions and personalities.

Questions: Acknowledge, Ask and Adapt



TRAINING VALUES STATEMENT

by Virginia Satir, Making Contact

“I want to appreciate you without judging,

Join you without invading,

Invite you without demanding,

Leave you without guilt,

Criticize you without blaming, and

Help you without insulting.

If I can have the same from you,

Then we can truly meet and enrich each other.”



**Minnesota Communities
Caring for Children/
Minnesota Chapter of
Prevent Child Abuse Minnesota**

Visit Websites for more cultural information:

- General Websites on Diversity and Multiculturalism
: [http://multicultural.appstate.edu/
multicultural-clubs-and-organizations-resource-manual/general-websites-diversity-and-multiculturalis](http://multicultural.appstate.edu/multicultural-clubs-and-organizations-resource-manual/general-websites-diversity-and-multiculturalis)
- Education World: Multicultural Education www.educationworld.com



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