Cultural Orientation

GTA Workshop SP23
But right now...
it’s all about
ME!!!
“Culture is a learned set of shared interpretations about beliefs, values, norms, and social practices, which affect the behaviors of a relatively large group of people.”

- Lustig & Koester, 2006
Cultural Competence

The ability to work appropriately, effectively, and authentically in a multicultural environment.

Three Central Components:

1. Self-awareness
2. Knowledge of other cultures
3. Ability to adapt
Now, back to me!

Intersection of Identities

Age: NOYBW!
Gender Identity: Cisgender
Race: Caucasian
Ethnicity: White, European, Native American
Religious Affiliation: Yes

National Origin: United States
Language: American English
Sexual Orientation: Hetero
SEC: ?Middle
Dis/Ability: ADHD
What about you?

Intersection of Identities

Which identities...
- do you think about most often?
- do you think about least often?
- affect how you perceive yourself?
- affect how others perceive you?
What about you?

What are some examples from your own life when you “fill-in-the-blanks”? 
Whataboutothers?

What’sanexamplefromyour
ownlifewhenyourealized
youweremakingan
assumptionbasedonyour
culturalperception?
Perception, Meaning-Making & Frame-Shifting

> The meaning of events is not in the events themselves, but in us:
  – We make the meaning that we perceive in events.

> Others may make meaning very differently.

> When we can see that there are different ways of framing an event,
  – we have choices and
  – can frame-shift.
“We don’t see things as they are, we see things as we are.”

- Anaïs Nin
The most interesting thing about cultures may not be in the observable things they do—the rituals, eating preferences, codes of behavior, and the like—but in the way they mold our most fundamental conscious and unconscious thinking and perception.

- ETHAN WATTERS
Process

Cultural Competence

- Self-awareness and understanding
  - How do you fill-in-the-blanks? Meaning making?
- Awareness and understanding of others’ cultures, meaning-making and acting
- Respond mindfully especially when you are disoriented or challenged
- Bridge cultural gaps
  - Adapt your behavior in helpful and appropriate ways
  - Shift your perspective
  - Be aware of emotions
Questions?


The Division of Diversity, Equity & Inclusion

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