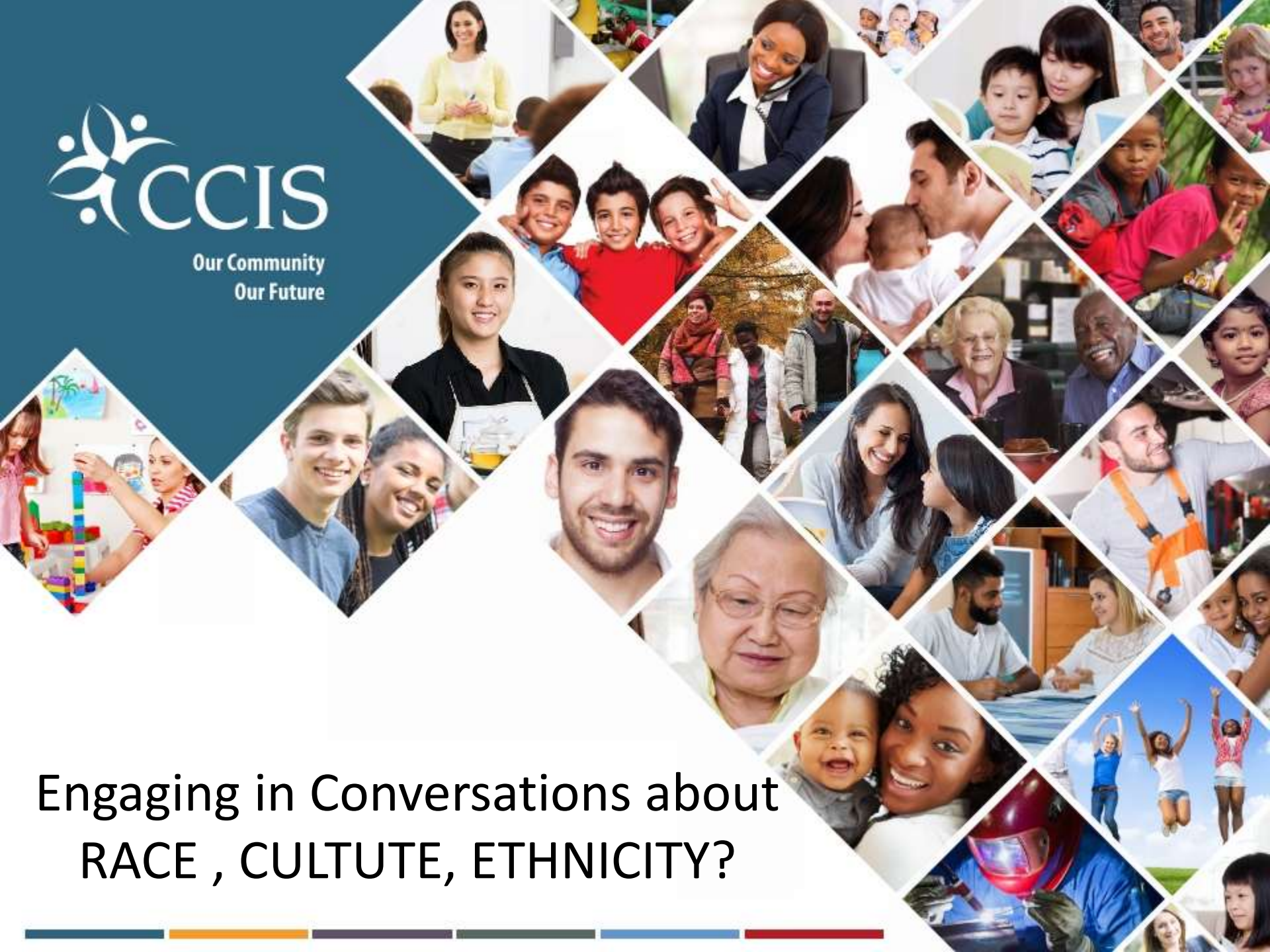




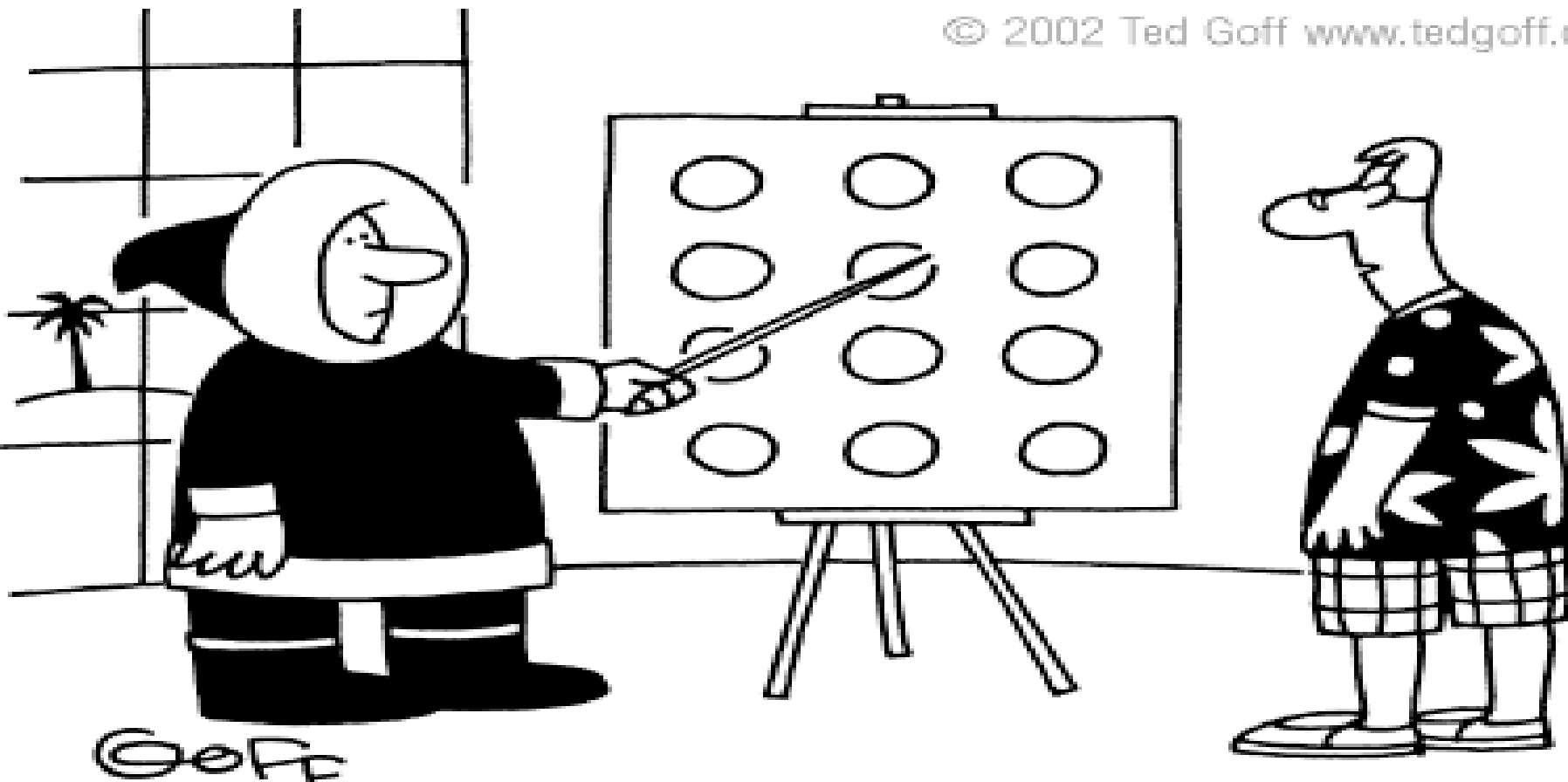
Our Community
Our Future

Engaging in Conversations about
RACE , CULTUTE, ETHNICITY?



So where
are you
from/.





"Snowballs? I thought we were discussing coconuts."

The “difficulty factor” rises when we

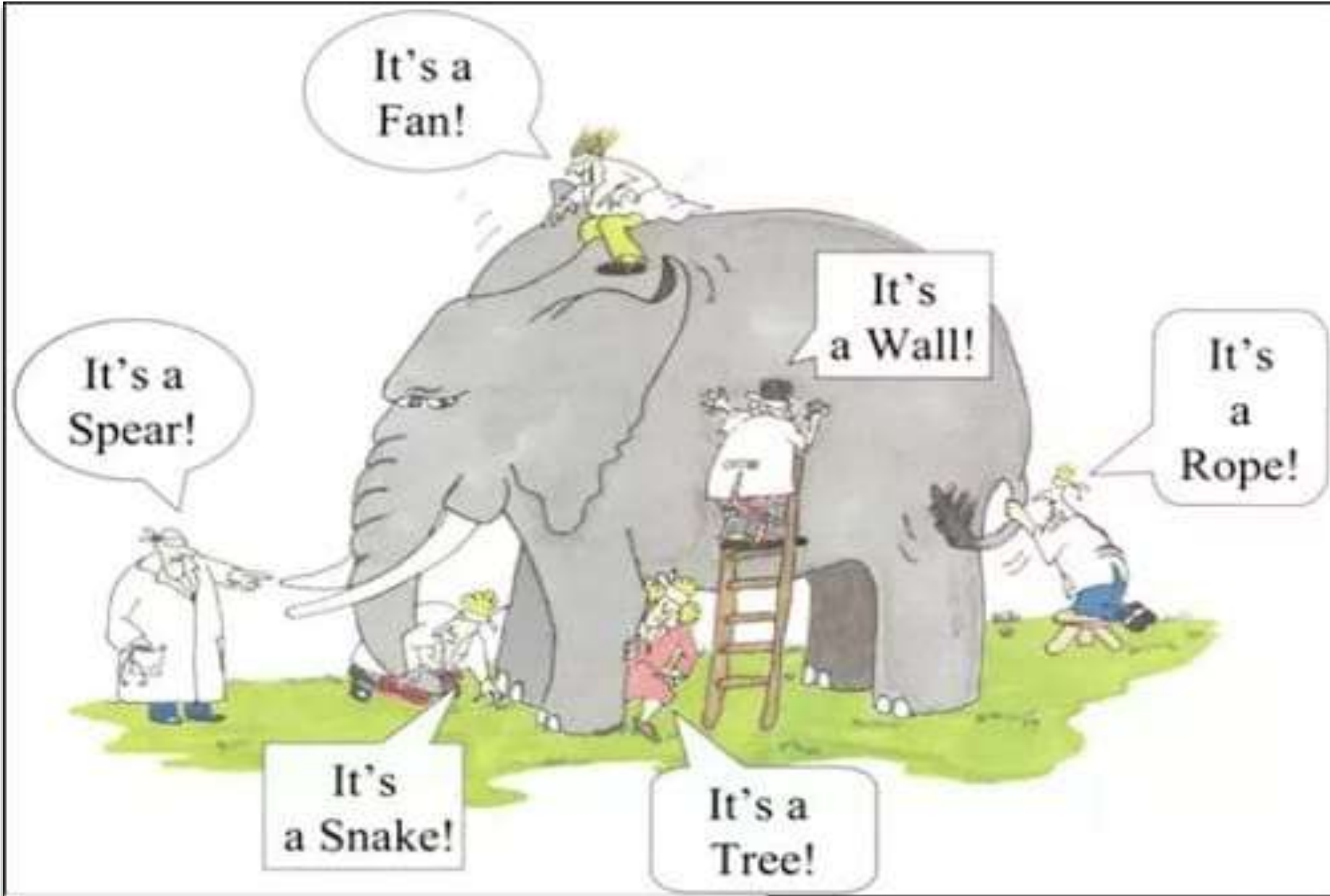
Assume that the other person thinks, or
feels, what we think/feel

Make assumptions about motivation





What is the elephant in the room?



“Disagreements, poorly handled, lead to poor decisions, strained relationships, & eventually to disastrous results.”

- *K Patterson, et al*



Obviously, confronting racism is a long haul—and the task also includes confronting our own prejudices and biases.

All of us have said things we regret; all of us have made assumptions and judgments based on what we think we know about race.

This is a slow process, and one best approached via compassion and patience- “you may not change anyone’s mind *today*.”

-Educating and dispelling myth



*Our understanding
of the world
is based on our
individual perspective
and perceptions.*

Pierre El-Hnoud



What is the assumption?

A father and his son are in a car accident. The father is killed and the son is seriously injured. The son is taken to the hospital where the surgeon says, "I cannot operate, because this boy is my son."



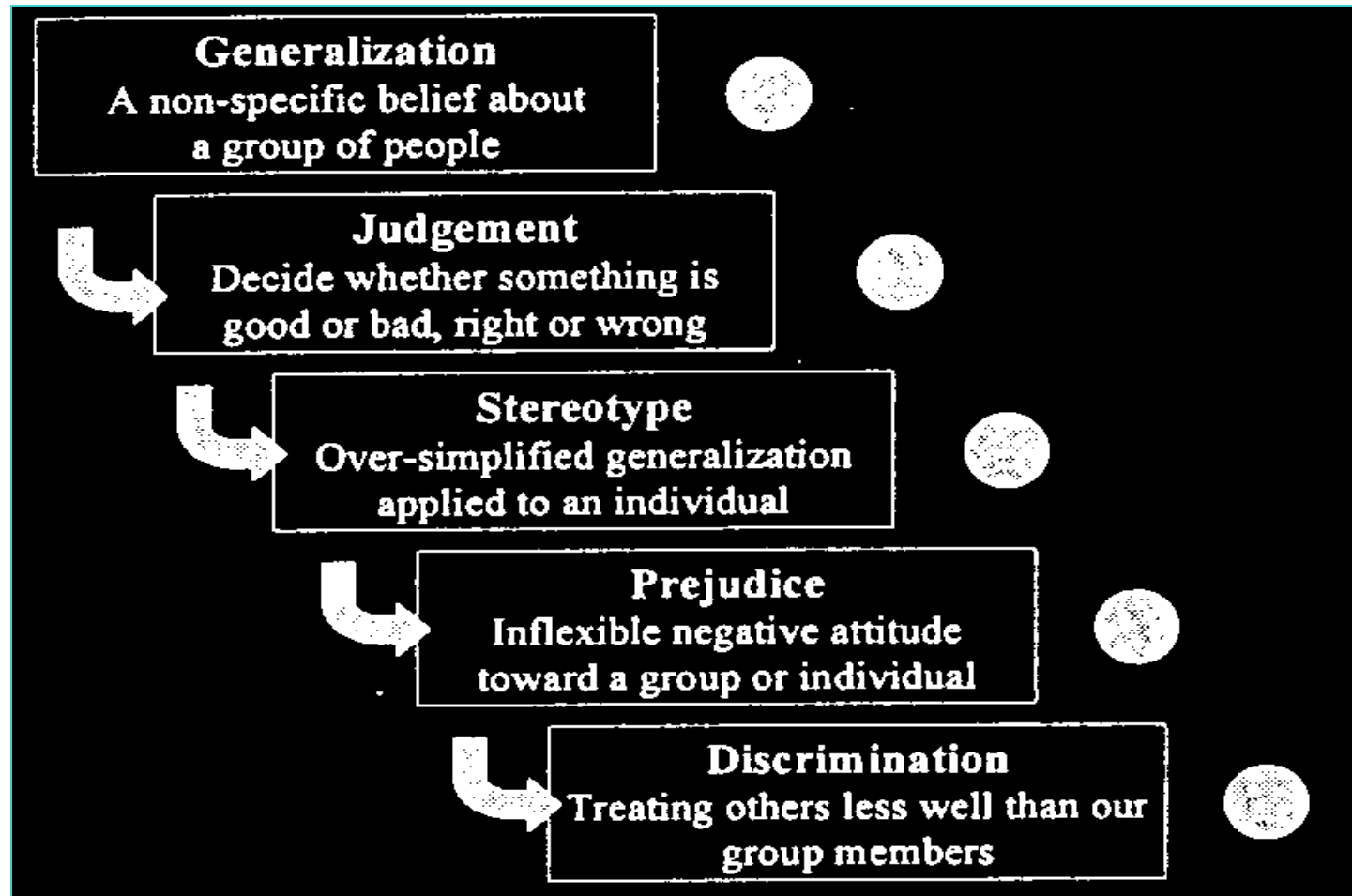
Our Three faces

The Japanese say you have three faces. The first face, you show to the world. The second face, you show to your close friends, and your family. The third face, you never show anyone. It is the truest reflection of who you are.

- Persona
- Public self
- Private self

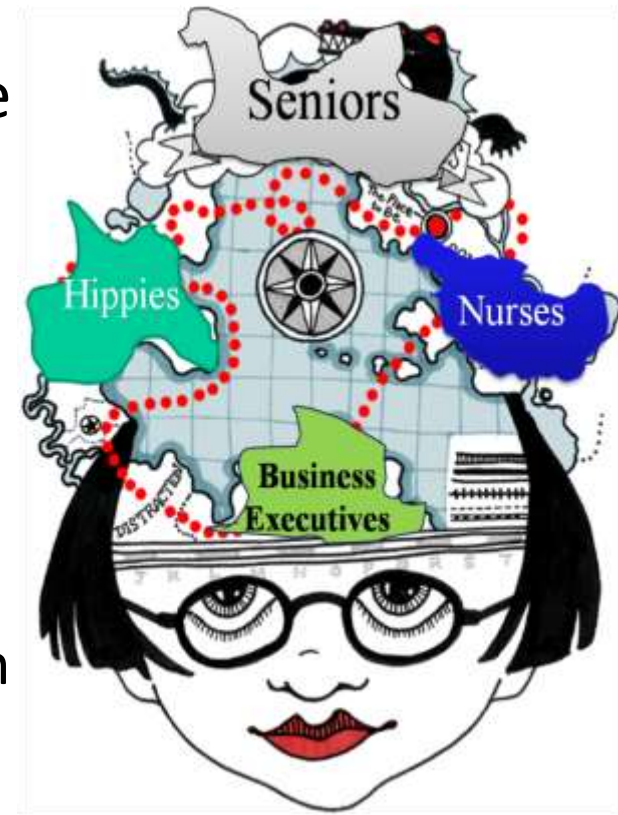


Understanding our own Bias



What is a Stereotype?

- Fixed mental picture or exaggerated belief about a certain group of people
 - Sustained by selective perception
 - Based on misconceptions, limited knowledge or experience, false generalizations
- Mental maps / schemas help each of us navigate through life
 - Can lead to prejudices & discrimination
 - Must recognize individual differences



Are you unconsciously incompetent or consciously competent?



Subconsciously
Competent



Consciously
Competent



Subconsciously
Incompetent

Consciously
Incompetent



The Developmental Model of Intercultural Sensitivity (DMIS)

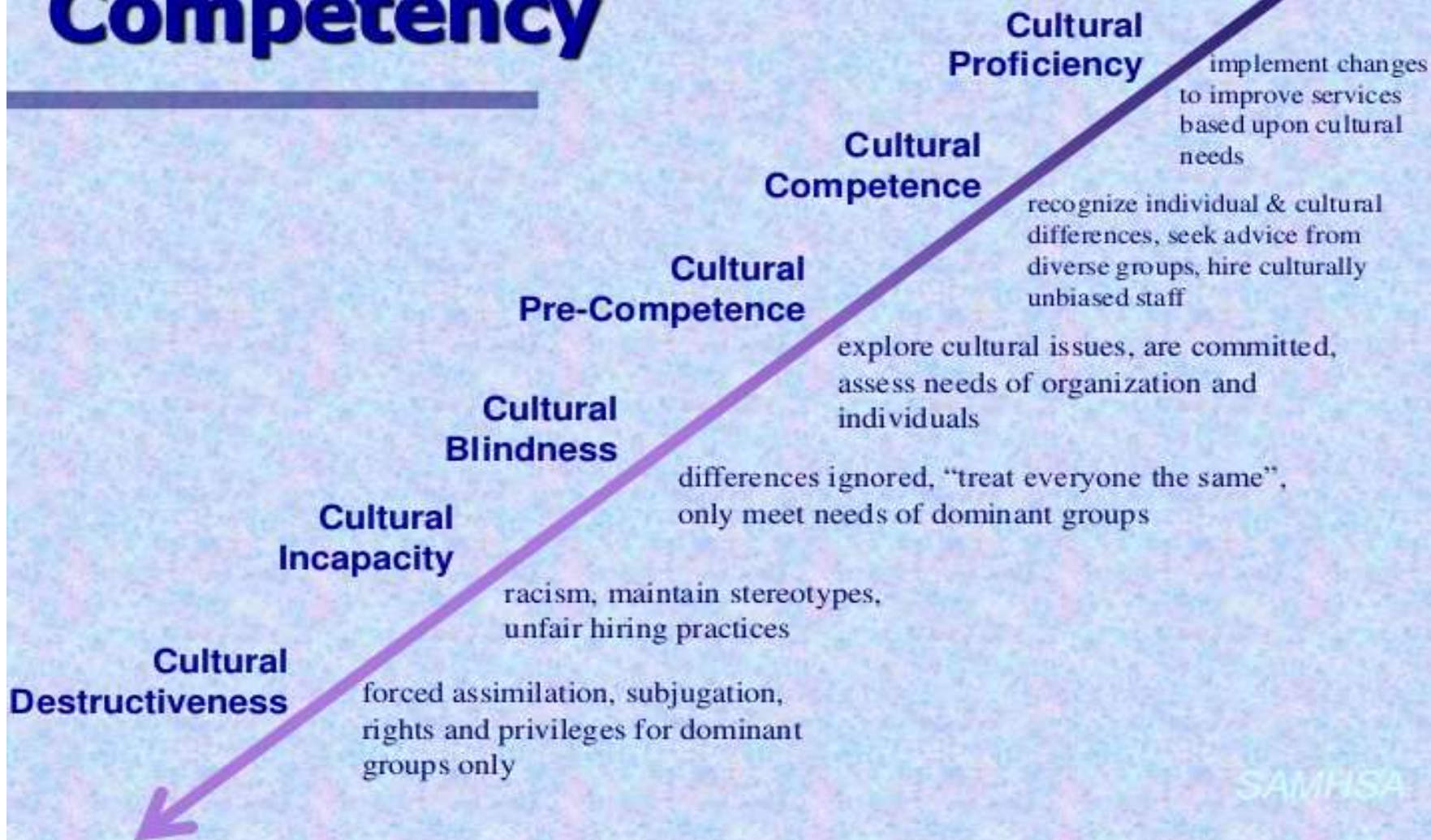
Ethnocentric			Ethnorelative		
Denial	Defense	Minimization	Acceptance	Adaptation	Integration
My cultural experience is the only one that is real and valid. There is little to no thought of “other.”	“We” are superior and “they” are inferior. One feels threatened and is highly critical. What is strange may be labeled as stupid.	Other cultures are trivialized or romanticized. One tends to deny differences (e.g., “color blind”) and only seek similarities.	I accept but may not agree with other cultures. Generally, I am curious and respectful.	I “see” the world through different eyes and make intentional changes in my own behavior and values.	I easily move in and out of different cultural worldviews.

PATH OF INTERCULTURAL LEARNING



Hoopes, David. 1979. "Intercultural Communication Concepts and the Psychology of Intercultural Experience," in Margaret Pusch, ed. *Multicultural Education: A Cross-Cultural Training Approach*. Yarmouth, ME: Intercultural Press

Continuum of Cultural Competency



SAMHSA

You Don't Have To Be An Expert

“To be culturally effective doesn't mean you are an authority in the values and beliefs of every culture. What it means is that you hold a deep respect for cultural differences and are eager to learn, and willing to accept, that there are many ways of viewing the world.”

-Okokon U. Odo



Self-Awareness- Suspending Judgment

Observe and Describe

What did I see or hear?

Interpret

What do I think I t was?

Evaluate

What is my opinion: like/ dislike?

Inquiry: Finding the courage to engage

A difficult conversation is

- anything we don't want to talk about or wish to avoid
- Usually we worry the repercussions or hurting someone's feelings if we do talk about it
- If we do talk about it, we usually think and feel a lot more than what we actually say.
- Shifting to a learning conversation






FRAMING: FINDING A COMMON GROUND

- ❑ What is the context?
- ❑ What is the other person' point of view,
- ❑ Explain your point of view,
- ❑ Share / understand feelings,
- ❑ Figure out how to go forward



POSITIONING : Shift “What Happened”

- From **“the truth”**  **perceptions**
 - *What’s my story?* *What’s their story?*
- From **intentions**  **impact**
 - *What assumptions am I making about their intentions? What is the impact on me?*
- From **blame**  **contribution**
 - *What have we each contributed to this situation? How can we fix things going forward?*



Dialogue

- ❑ The truth assumption – “I’m right. You’re wrong.”
- ❑ We don’t ask enough questions
- ❑ We start off wrong. Defending a position
- ❑ The “intention invention” - we think we “know” the other’s intention; we assume they have bad intentions (and ours is good)
- ❑ The “blame” game – We spend time trying to establish ‘blame’ or ‘fault’ which only creates anger, defensiveness, and frustration.



**Diversity: the art of thinking
independently together.**

Malcolm Forbes

Reflection: Addressing strong emotions

you seem to think x, and I'm thinking Y.
Can we talk about this?

I'd like to talk about ___ with you,
but first I'd like to hear your point of view.

I think we have different ideas about ____.
I'd like to hear your thinking on this.



Action:

- FIND COMFORT IN DISCOMFORT- focus on challenging the statement rather than the person
- Be Vulnerable
- Learning opportunities
- Understand the context
- Ask Questions and Engage the Person in Conversation**
- SEEK FIRST TO UNDERSTAND THEN TO BE UNDERSTOOD
- Don't Expect to Win**
- Don't go on the defense**
- Tell stories
- Share your own experiences





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