

2019



Building an Inclusive and Interculturally-Competent Community

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An Inclusive and Interculturally-Competent Community

Engage

Students (orientations, classes, activities)

Staff (workshops, trainings)

Faculty (workshops, faculty meetings,
training sessions)

Building an Inclusive and Interculturally-Competent Community

How to facilitate a conversation, session, or workshop?

Suggestions:

- 1) Talk about implicit bias.

Implicit Bias Video Presentations

Concepts Unwrapped | Implicit Bias –UT Austin-

<https://www.youtube.com/watch?v=OoBvzI-YZf4>

Peanut Butter, Jelly and Racism -

<https://larryferlazzo.edublogs.org/2016/12/19/very-useful-ny-times-video-series-on-implicit-bias/>

Project Implicit website at Harvard

Suite of Implicit Association Tests

<https://implicit.harvard.edu/implicit/education.html>

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How to facilitate a conversation, session, or workshop?

Suggestions:

- 1) Talk about implicit bias.
- 2) Do a climate survey and use results to motivate the discussion.
- 3) Engage the group with motivating scenarios.

Assumptions and biases can disadvantage certain groups

Having an understanding of this is an important part of being culturally competent.

To set the stage for discussion, consider this P&G video about bias: Let's talk about the look so we can see beyond it.

<https://us.pg.com/talkaboutbias/>



What kinds of assumptions were people making about the main character in this video?

Reflection: What kinds of assumptions do you make about other people?

Why is diversity important?

This next video provides a company perspective on culture awareness, diversity, and inclusion.

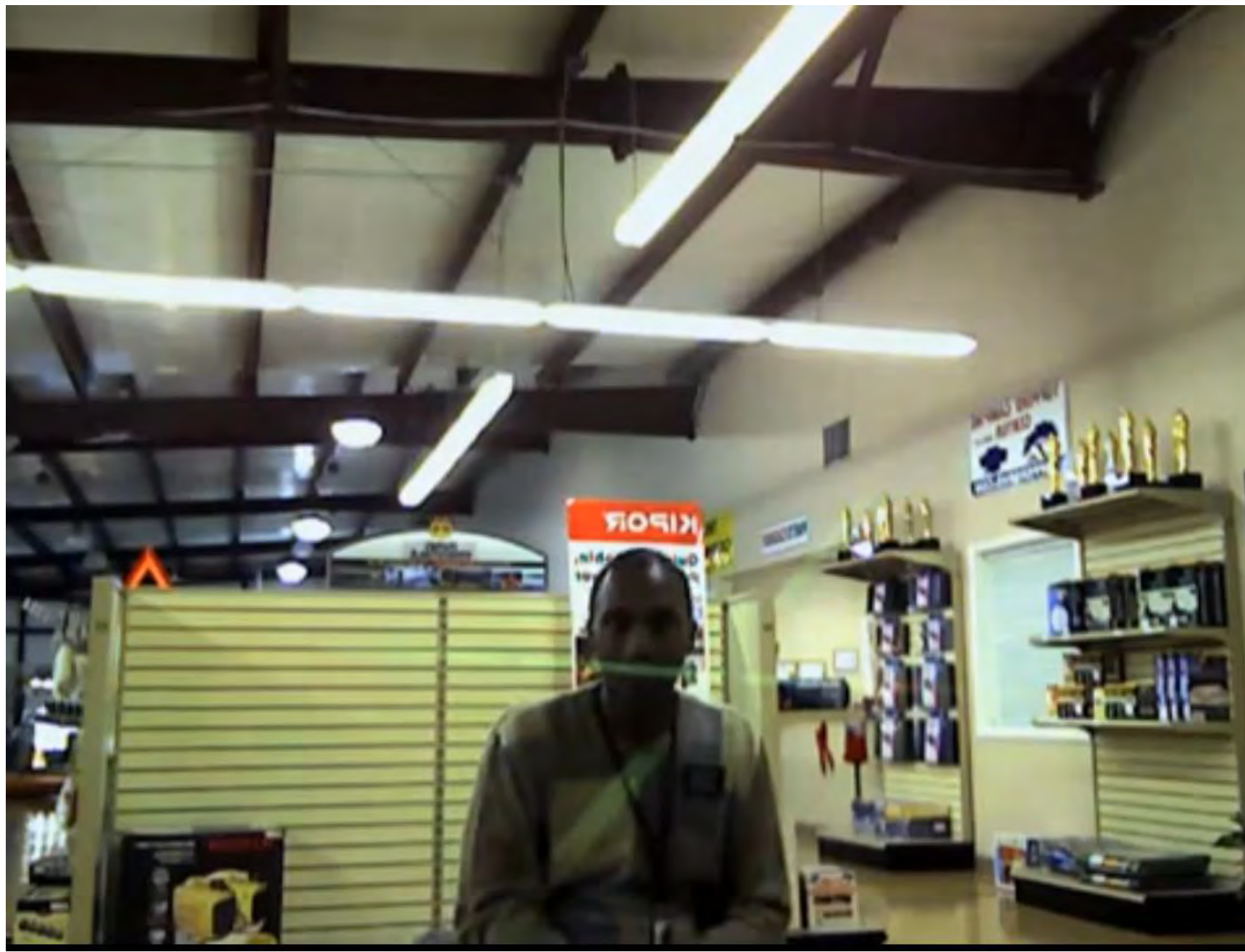


What are the messages here?

- The market place is becoming more diverse; demographics are changing.
- Your workforce should mirror those you serve, thereby providing a competitive advantage.
- If you want to win, you need a diverse team.

For contrast, let's consider the message in this video.

<https://www.youtube.com/watch?v=t4DT3tQqgRM>



Do you think the design team that developed this tracking software was diverse or culturally aware?

Another video to consider looks at an automatic soap dispenser (same issue)

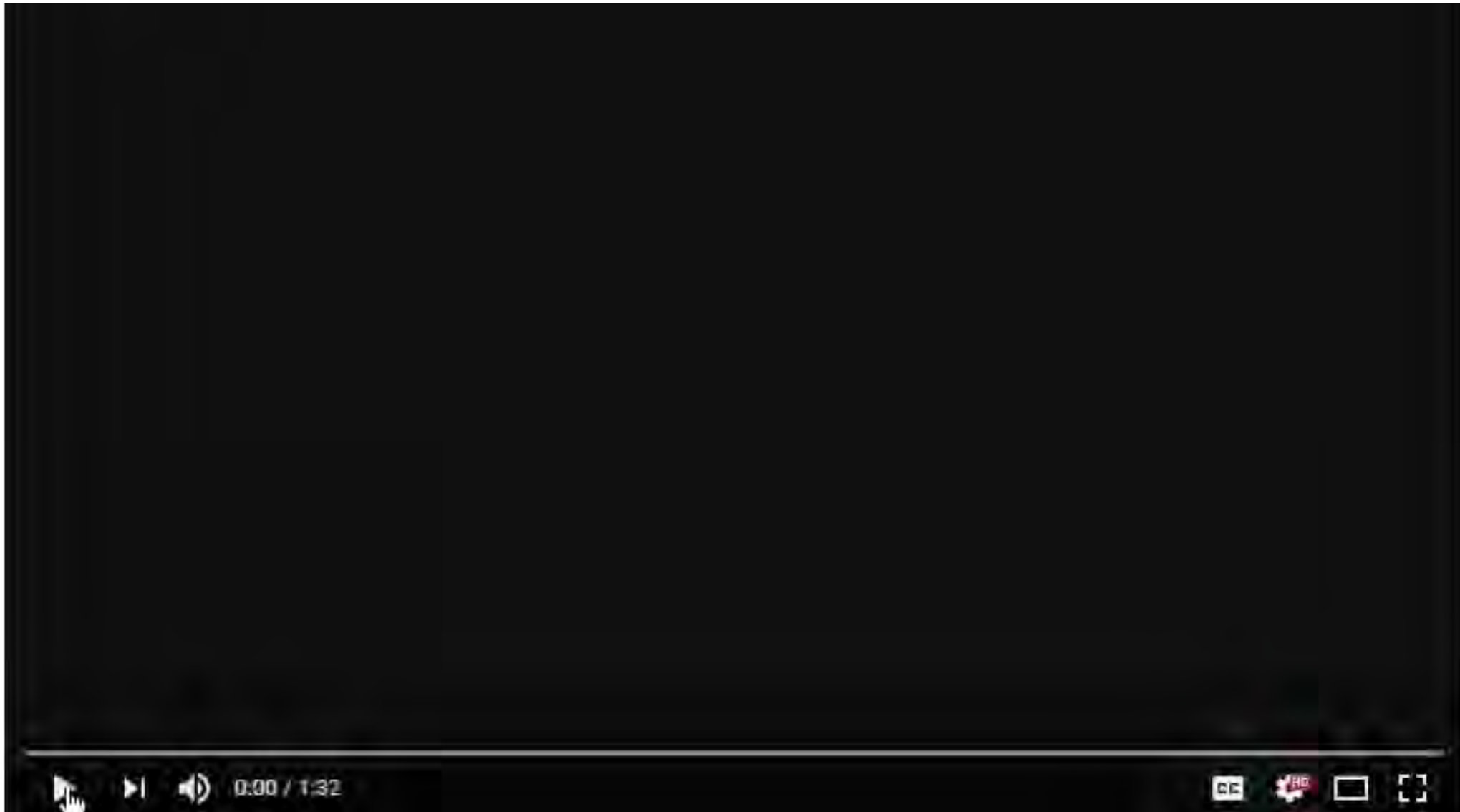
- <https://www.mic.com/articles/124899/the-reason-this-racist-soap-dispenser-doesn-t-work-on-black-skin>

Stereotypes

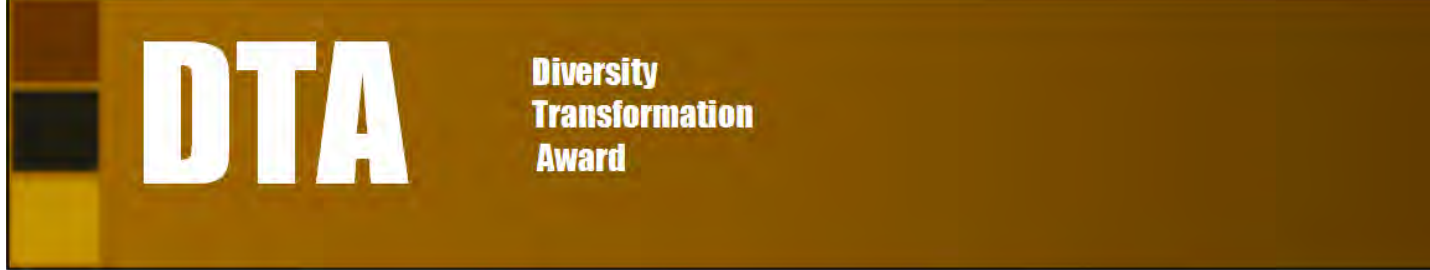
This next video highlights interactions experienced by minority students.

<https://youtu.be/E117oP9Zn1E>

WU



Intent is to promote conversation about stereotypes and the differences in experiences among various groups, such as White, Black, Latinx, LGBTQ, Disabled, Multiracial, International,



Promoting Student Inclusion: An Evidence-Based Program for **Transforming Purdue's Climate**

Boiler Inclusion Project Team Members:

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Facilitation materials and videos can be downloaded from this cite

https://www.purdue.edu/diversity-inclusion/dta_projects/resources/index.html

Confrontation/dialoguing about bias. **Inter-group interactions.** (Bball):

<https://youtu.be/sv9EkYTMkaw>

Incremental process of learning not to rely on stereotypes. **Making mistakes**

<https://youtu.be/ZxKa9GOxPLY> (LCC)

AWARENESS of bias and working to reduce bias through self-regulation
(self-regulation is addressed in the presentation) **Matt**

<https://youtu.be/IP3uL2St2dI>

Pluralistic ignorance, where students silently assume that people who differ from them don't want to interact when in fact people will get along well and discover similarities if they “**take the plunge**” and interact. (Classroom)

<https://youtu.be/DhwxB3Fqqtw>

Culturally Insensitive Assumptions

This last video deals with assumptions and biases, but with a twist. It sets the stage for discussion about culturally insensitive assumptions.

What kind of Asian are you? - <https://youtu.be/DWynJkN5HbQ>



Thank you for listening!

