BLaST Mentoring Discussion Group

Cultural Competency, Diversity/Inclusion

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We are all different. But we all have EQUAL RIGHTS.

Different dreams, Different sexual orientation, Different gender identity, Different nationality, Different viewpoints, Different abilities, Different religions

SEE SOMETHING SAY SOMETHING DO SOMETHING

www.uaf.edu/titleix/ or 474-7300
Learning Outcomes

Cultural competency, diversity, inclusion

- Awareness of privileges
- Cross cultural communication
- Self reflection and awareness
- Ally building; co-responsibility
Our Inherent Nature

• All people belong to one race, one human family
• All human beings are born with the capacity for loving
• No one is born with racial prejudice
• Racial prejudice is a learned behavior
• People have been conditioned to have racial prejudice
Colloquy and Listening

What does Privilege look like?

Pairs
1 Minute
Group Dialogue

Share your thoughts about your own privileges.
“PRIVILEGE IS WHEN YOU THINK SOMETHING IS NOT A PROBLEM BECAUSE IT’S NOT A PROBLEM TO YOU PERSONALLY.”
If you don’t have to think about it, it’s a privilege.
Colloquy and Listening

What were you told about RACE when growing up?

Pairs
1 Minute
Colloquy and Listening

Share your thoughts about

- racial stereotypes
- racial prejudice

Pairs
1 Minute
Racial Prejudice + Power
Definition

• Racial prejudice
  – An emotional commitment to ignorance regarding race

• Racism
  – Racial prejudice plus POWER
Culture as an Iceberg

SURFACE CULTURE

ORGANIZATIONAL
- rules
- policies
- mission
- regulations

PERSONAL
- accent
- behavior
- customs observed
- physical appearance

DEEP CULTURE

- benefits
- hiring practices
- appraisal systems
- structure/organization
- channels of communication

- "why"
- beliefs
- values
- perceptions
- assumptions
- emotionally charged
- communication style

REACH Center
Cycle of Conditioning

1. Prepare Dominant Group
2. Dominant Group Acts Out
3. Targeted Group Internalizes the Mistreatment
4. Dominant Group Justifies the Mistreatment

Healing Racism
A Process

• Racial prejudice is the foundation for racism

• Preparation for racism is the same as for racial prejudice only
  – It is more impactful
  – It is institutionalized into the fabric of society
Group Discussion

What is:
• diversity?
• inclusion?
Diversity and inclusion: growth oriented; not deficiency oriented

Diversity has been invited to a party; inclusion has been asked to dance. ~Vernā Myers
Diversity Advocate: Makes a plea to all people: Acknowledge your biases
Colloquy and Listening

Your thoughts about Vernā Myers’ TED Talk

Pairs
1 Minute
Your commitment as an ally or co-responsible mentor?
Can Goodness Be Taught?  
Morton Hunt

“The Compassionate Beast - What Science Is Discovering About the Humane Side of Humankind”

• Altruism--unselfish interest in the welfare of others

• Documents studies that affirm the importance of the care of children in creating not only prejudice free adults but adults who will stand as allies to protect others.
Thank You!
Questions?
Comments?