



# CULTURAL DIVERSITY AND COMPETENCY

using your tools for inclusiveness and change.

# Goal and Objective



**DEFINE THE LANGUAGE**



**SHORT HISTORY**



**IDEAS TO INTEGRATE  
INFORMATION  
LEARNED**

# Let's Define The Language:

## Implicit Bias

: a bias or prejudice that is present but not consciously held or recognized.

## Racism

(Individual belief) a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

(System) : the systemic oppression of a racial group to the social, economic, and political advantage of another.

# Stereotyping:

a standardized mental picture that is held in common by members of a group and that represents an oversimplified opinion, prejudiced attitude, or uncritical judgment

# Microaggression:

a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)

# Inclusion:

the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability)

\*Merriamdictionary.com

define

Cont.

## Cultural Diversity

the cultural variety and cultural differences that exist in the world, a society, or an institution:

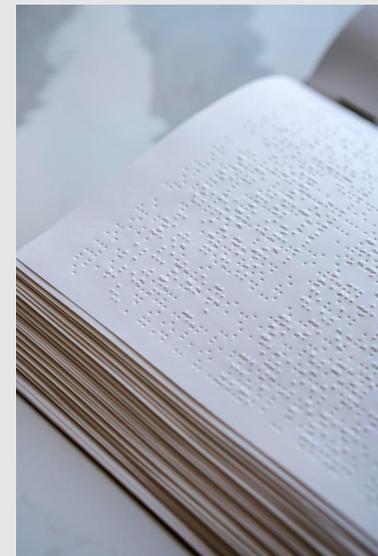
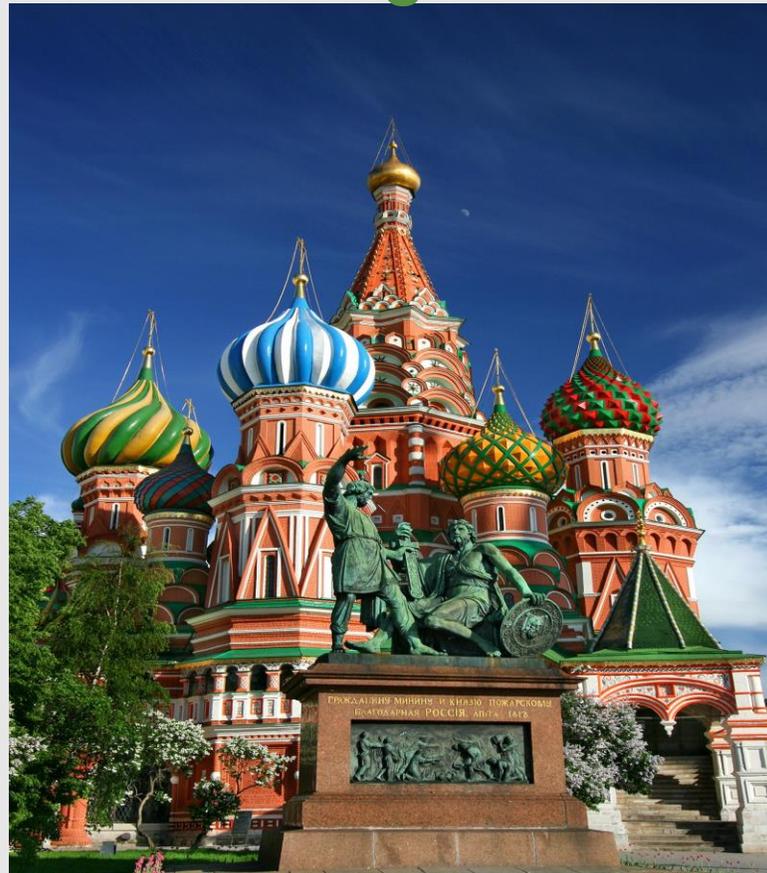
the inclusion of diverse people in a group or organization:

## Cultural Competency

is the ability to effectively interact with people from cultures different from one's own, especially through a knowledge and appreciation of cultural differences.

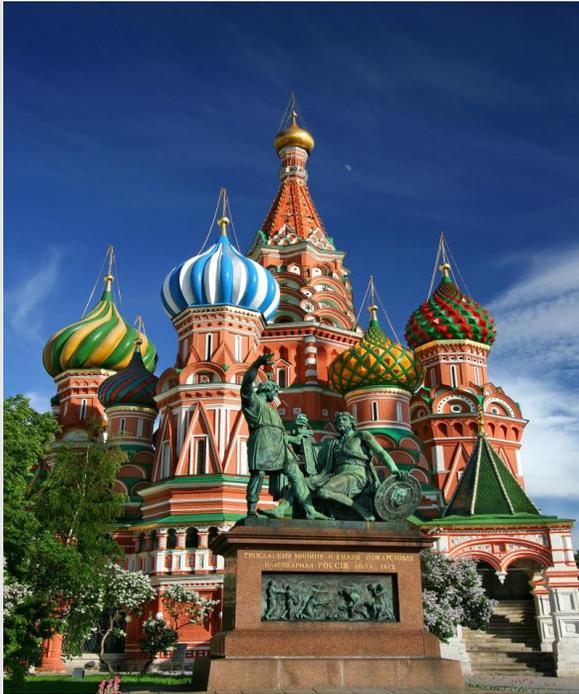
# What is Culture?:

## Religion



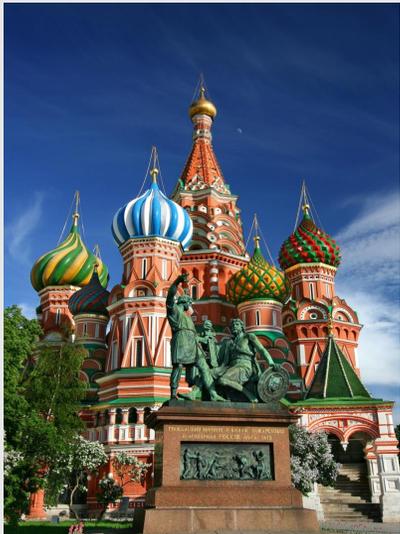
# What is Culture?:

## Language



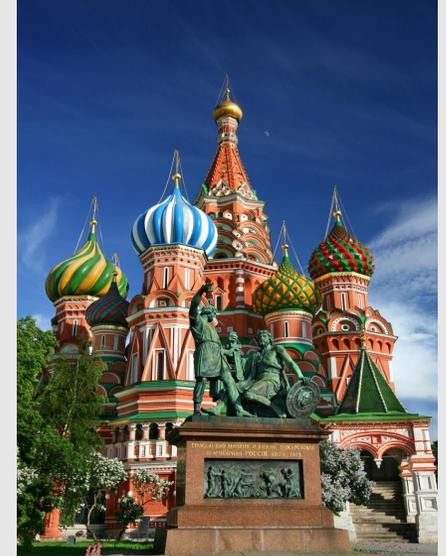
# What is Culture?:

## Clothing



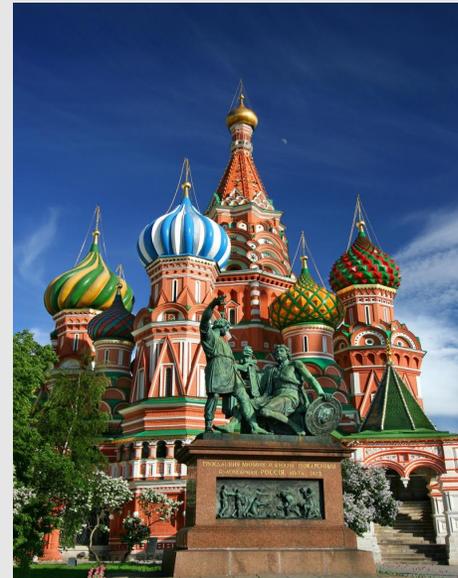
# What is Culture?:

## Rituals and Holidays

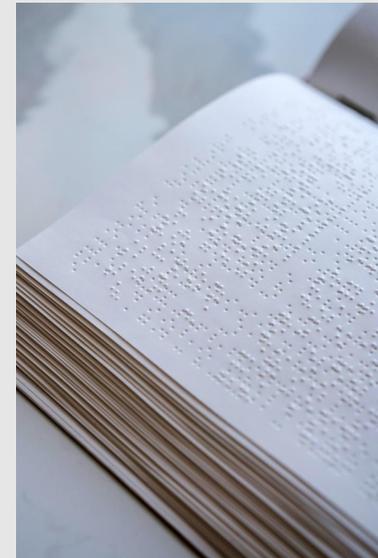


# What is Culture?:

## Family Traditions



# What is Culture?:



## History:

**1<sup>st</sup>. Recorded systemic racial law:**

**Catholic Church in Spain**

**\*Sentencia Estatuto**

**June 4, 1449**

**Limpieza (purity of blood laws)**

*\*Exiles in Sepharad: The Jewish Millennium in Spain*

<b>Know</b>	<b>Know your history.</b>
<b>Know</b>	<b>Know the history of those that don't look like you.</b>
<b>Keep</b>	<b>Keep an open mind.</b>
<b>Learn</b>	<b>Learn to be "ok" with different.</b>

## How Do We Change:

1. Watch your verbal and nonverbal cues when interacting with others.
2. See this as lifelong learning
3. Practice mindfulness when engaging with others unlike us or someone who challenges our ideas.

# What tools can you use from your organization?:



1. STEM (Science, Technology, engineering and Math)



2. Life Skills



3. Outdoors



4. Entrepreneurship



## What can change look like?:

An Exchange of ideas:

An Exchange of culture:

An Exchange of strength:

Ex: Try to recruit girls of different backgrounds into your troop.

If the girl has special needs, you can partner with her parent or caregiver as support during the meeting.

# Conclusion:

Troop leaders and volunteers help to broaden the lives of the girls and young women they work with. By embracing diversity and inclusiveness it prepares the girls to go from asking “*Can I*” to stating, “*I will*”.

They will develop a strong sense of themselves and **respect for others.**

They will seek challenges and learn to be resilient.

They will embrace and display positive values.

They will form and maintain healthy relationships.



“You can learn new things at any time in your life **if you’re willing to be a beginner.** If you actually learn to like being a beginner, **the whole world opens up to you.”**



- Barbara Sher

# Barbara Sher

Author of:

*Teamworks: Building Support Groups That Guarantee Success*

*It's Only Too Late If You Don't Start Now: How to Create Your Second Life at Any Age*