Building Inclusive Community

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The Multicultural Center
What the heck is “Cultural Competence?”

◊ We are a fast-growing global society that is becoming more diverse!
◊ Simply put, “cultural competence” is the ability to recognize, acknowledge, and understand those of different cultures in order to create more efficient ways of working with all groups of people.
◊ Cultural Competence is needed in all aspects of human interaction within our society:
  ◊ Education system
  ◊ Healthcare system
  ◊ Judicial system/Law enforcement
  ◊ The workplace
  ◊ Community services (i.e., social services, non-profit organizations, etc.)
Cultural Competence as a 21st Century Skill
In order to begin the journey of cultural competence, we must understand culture!

- C – Community Building
- U – Understanding
- L – Listening, Language, Learn
- T – Talking to others
- U – Unification
- R – Resources
- E – Evaluating & Educating
Building Community

- Cultural competence cannot happen without building community
- It is important to not only build community with those of your own communities, but building community with those who may not traditionally be apart of your community
- Building community allows for creativity, new ideas, dialogue, and increased synergy
- When we work together as communities, we accomplish more overall and help society progress more efficiently
What communities do you belong to?

How did you build foundation and relationship within those communities?

Have you built community with others of different communities? What may have been some of the challenges? What were the benefits?
In order to properly build community, we must seek to understand those of various communities and different cultural backgrounds.

We all have world views, perspectives and frameworks that impact how we experience the world.

When building community, or beginning the journey of cultural competence, we must begin the process of adapting and understanding the different perspectives and frameworks of others.
When have you experienced trying to understand someone who may have a different world view, perspective or framework than your own? What were some of the challenges? What did this experience teach you, if anything?
We must listen to others in order to achieve a level of cultural competence! We must ACTIVELY listen.

Active listening involves seeking to understand someone truly from their perspective without the intrusion of your own

Many times, we “hear” people, but are we truly listening?

When we actively listen to others, we are more cognizant of their needs, issues they may be experiencing, and how we can best build relationship with them!
When have you experienced actively listening to someone? What were they trying to express to you? What was the result of the conversation?
Language is important! It impacts how we experience people and can impact how we build community.

Knowing when and how to use appropriate language is necessary in order to build cultural competence.

Some of the language we use may have been learned within our various environments, however, it is important to understand that language can be minimizing, demeaning, or offensive to others.

When we choose to use language that negatively impacts individual, groups, or communities, it impedes on the process of building cultural competence and achieving a productive global society.
How has language ever impacted your experience within an environment or social setting? How did you handle this particular situation?
Let’s Talk About It!

It’s not enough to just google information, read, or watch videos of people’s experience! We must TALK to others within our own community as well as other communities.

Talking to others allows you to engage in active listening, helps build levels of understanding, which is essentially necessary for community building!

When we talk to each other, we build relationships. Building relationships is necessary to exercise empathy for individuals, groups, or communities.
The results of building community with others and seeking to understand differences is the key ingredient to unity.

The fact of the matter is, we are NOT all the same. We have different perspectives, world views, expectations, and knowledge based on our environments and life experiences. No one person is alike.

Once we begin to understand the different lived experiences of individuals, groups, and communities while also becoming firmer and more aware of our individual selves, we start to build unity.

When we know better, we do better!
Building inclusive community and becoming culturally competent involves understanding resources.

As a community, it is important that we share resources.

“Resources” may vary for different individuals, groups, and communities.

When we share resources, we empower people to be their very best. We create opportunities for them to thrive and succeed.

Research suggests that the way to become extremely powerful is to...you guessed it...SHARE YOUR RESOURCES!
Finally, the journey to building inclusive community and cultural competence starts with YOU!

We must continuously evaluate our own beliefs, perspectives, and experiences when interacting with others of different communities. Remember, synergy is important!

Evaluation doesn’t mean you have to drop your beliefs or change your views to fit those of others, but simply to seek WHY you have these ideas or perspectives and what their impact is on building inclusive community.

Word of Mouth is one of the most powerful forms of communication society has! Use it!

It is important to understand the people within your own communities so that you may educate them on how to build inclusive community.

It is also important to understand how to educate so that we may serve as allies for those who belong to underrepresented groups or communities.