Multicultural Competencies: What are they and Why Do We Need them?

Indiana Chapter of CUPA-HR Spring Conference
Thursday, April 16\textsuperscript{th}, 2015, Purdue University

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Presentation Overview

- Introduction/ Ground Rules/ Tentative Overview
- Terminology Defined
- Benefits of Diversity
- Multicultural Competency
- Diversity Jeopardy!
- Q & A
- Feedback
Diversity and Multicultural Competencies

- Ground rules
- Introduction
- Promises
Kwanzaa Banner?
Diversity Defined

Diversity (n) –

A situation that includes representation of multiple (ideally all) groups within a prescribed environment, such as a university or a workplace. This word refers to differences between groups, although it is also used to describe differences within groups, e.g. diversity within the Asian-American culture includes Korean Americans and Japanese Americans. An emphasis on accepting and respecting differences by recognizing that no one group is intrinsically superior to another.

Another Definition

Diversity:

- Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.
Inclusion Defined

- Inclusion:
  - The active, intentional, and ongoing engagement with diversity in ways that increase one’s awareness, content knowledge, and empathic understanding of the complex ways individuals interact within [and change] systems and institutions. What we do with diversity!
Benefits of Diversity

INSTITUTIONAL.

ECONOMIC/BUSINESS.

Institutional Benefits of Diversity

- **Higher Levels of Student Persistence** (Kuh, 2003; Milem, 2003; Chang, 1999; Astin, 1993)
- **Greater satisfaction** with the college experience (AAC&U’s Diversity Works, 1997)
- **Higher Levels of Academic Excellence** (AAC&U, 2004; Ancheta, 2003; Milem, 2003)
- **Preparation of students for a diverse society and workforce** (Gurin Report, 1999)
- **Better work experience** for all staff.
Economic/Business Benefits of Diversity

- Better problem solving abilities
- Higher levels of creativity & innovation
- Cultivation of workforce with greater levels of cross-cultural competence

Source: Milem, 2003
Chevy Nova
Baby Food?
Multicultural Competencies

- Multiple facets of multiculturalism: race/ethnicity, religion, age, gender, sexual orientation (GLBTQI), language, geographic location, economic status, and ability...any others?
A range of attributes acquired by individuals and organizations to interact, serve more effectively and genuinely with diverse populations.

These attributes include, but are not limited to Awareness, Skills, Knowledge, Attitudes, Behaviors and Beliefs.

**Multicultural Awareness, Skills and Knowledge: MASK!**
Awareness-

Awareness of self is the first step, then continually gaining more awareness of other’s experiences, culture, values, etc. Issues such as personal space, communication styles and making eye contact are important aspects of culture. Be mindful to appreciate and recognize differences without placing a value judgment on them.
Multicultural Competencies

- **Skills**
  - the ability to adapt communication styles or relate/connect with those who are different from oneself.

- **Knowledge**
  - of systems of privilege and oppression as well as knowledge of groups and individuals who are different from oneself. Historical and contemporary events are an important aspect.
A campus is *Multiculturally Competent* when its members, majority and minority, have knowledge of, respect for, and the skills necessary to interact with people from other cultures in both domestic and international contexts.
Are you still with me?
CUPA-HR Presents

Diversity Jeopardy

Hosted by Eric Love
Round #1 Categories

- English Spoken Here
- Foods
- Holidays
Round #2

- People and Places
- Where in the World
- Common Bonds
Championship Round

• Hall of Shame

• Dates and Decisions
Q & A

- Put Political correctness aside!
- Ask any question you want!
Thank You!

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