

CULTURAL PROFICIENCY

An
Introduction
to the 6th
Annual
Institute



Corwin is pleased to present online and in-person professional learning opportunities. We're partnering with you to put professional development in your hands - where and when you need it.

6th Annual
*Cultural
Proficiency
Institute*

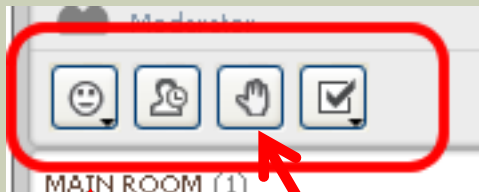
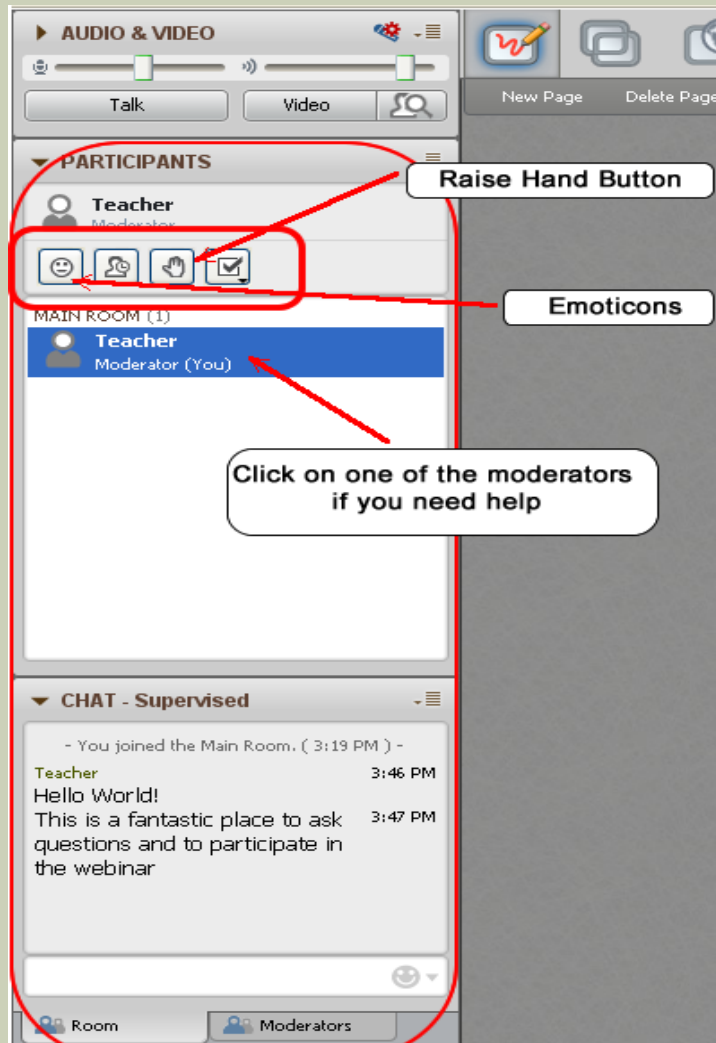
Museum of Tolerance
Los Angeles • Aug 1-2

Join the authors of the Cultural Proficiency books and cultural proficiency practitioners from the US and Canada to learn, grow and share your stories.

Learn more at www.corwin.com/events

- **Quick Write:** Type messages into chat area
- **Polls:**
 - a couple of multiple choice polls
 - several “yes/no” polls

- Private message:
 - click on the participant you wish to contact
- “Raise Hand” button
- “Emoticon” buttons



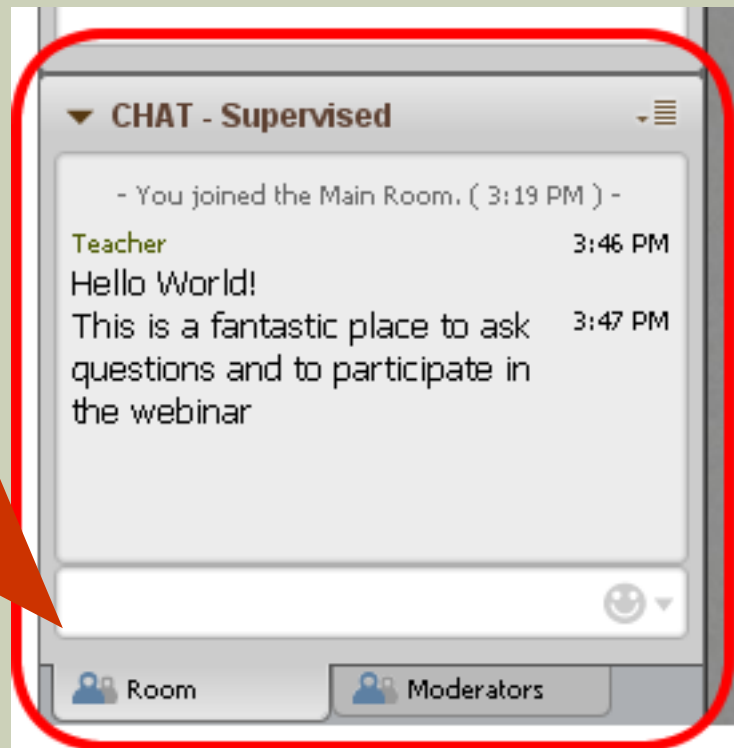
Raise Hand

Emoticons

GETTING
HELP

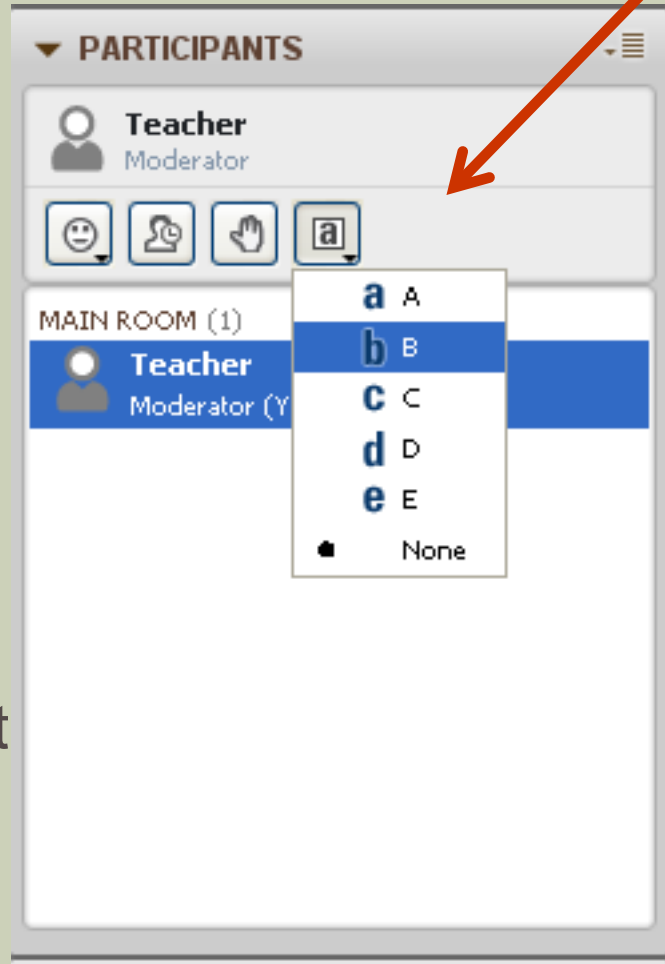
Quick Responses:

Type in the white space and
press “Enter.”



Please check what position you hold:

- A. Teacher or instructor
- B. Curriculum developer, coordinator or coach
- C. School or district administrator
- D. Other

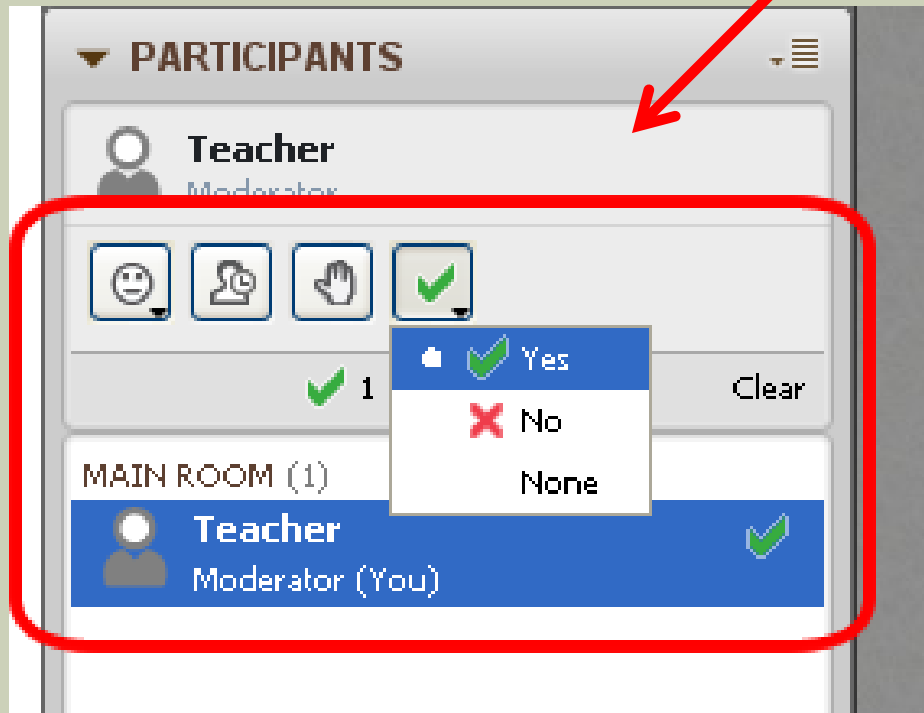


POLL:
MULTIPLE
CHOICE

Click the check mark for “yes.”

Click the X for “no.”

Let's Try It!



QUICK
POLL:
YES/NO



Kikanza Nuri-Robins is an organizational development consultant based in Los Angeles. She specializes in developing leaders, managing change and responding to diversity.

She works in public sector organizations helping her clients to close the gap between who they are and who they want to become.

- A. Education
- B. Law Enforcement
- C. Health
- D. Faith-based

Don't worry, there are more choices....

**WHO'S
ONLINE
WITH US?**

Poll

- A. Not-for-Profit
- B. Government
- C. Business
- D. Consultant

WHO'S ONLINE WITH US?

Poll

- A. California
- B. Southwest US
outside of California
- C. Southeast US
- D. Canada

More choices on next
slide....

**WHERE
ARE YOU?**

Poll

- A. Northwest US
- B. Northeast US
- C. North Central US
- D. South Central US

WHERE ARE YOU?

Poll

A. Female

B. Male

C. Other

**WHAT'S
YOUR
GENDER?**

Poll

- A. 30 or younger
- B. 31 – 50
- C. 51 – 65
- D. 66 or older

HOW OLD ARE YOU?

Poll

SESSION GOALS

- Invite you to the sixth Institute
- Introduce you to the cultural proficiency framework
- Discuss the barriers to cultural proficiency
- Identify strategies for introducing change when no one seems to want it

THE CULTURAL PROFICIENCY FRAMEWORK

The Essential Elements

Behavioral standards for measuring and planning for growth toward cultural proficiency

The Continuum

Language for describing both healthy and non-productive organizational practices and individual behaviors

The Barriers

Caveats that if not addressed will support destructive, reactive behaviors

The Guiding Principles

Underlying values of the approach that inform constructive, transformative behaviors

THE ESSENTIAL ELEMENTS

- Assess Culture
- Value Diversity
- Manage the Dynamics of Difference
- Adapt to Diversity
- Institutionalize Cultural Knowledge

***THE ESSENTIAL ELEMENTS
OF CULTURAL PROFICIENCY
PROVIDE THE STANDARDS
FOR INDIVIDUAL BEHAVIOR
AND ORGANIZATIONAL
PRACTICES***

THE CONTINUUM

Change Mandated for Tolerance			Change Chosen for Transformation		
DESTRUCTION	INCAPACITY	BLINDNESS	PRE-COMPETENCE	COMPETENCE	PROFICIENCY
Eliminate differences	Demean differences	Dismiss differences	Acknowledge and start to respond to differences	Understand the difference differences make	Learn from and grow because of differences

THE PRINCIPLES

- Culture is a predominant force
- People have group and individual identities
- There is diversity within and between cultures
- The unique cultural needs may not be met, but must be respected
- People who are not a part of the dominant culture have to at least be bi-cultural
- People are served in varying degrees by the dominant culture.

***THE GUIDING PRINCIPLES
ARE THE CORE VALUES,
THE FOUNDATION UPON
WHICH THE MODEL IS BUILT***

THE BARRIERS

- Unawareness of the need to adapt
- The presumption of entitlement
- Systems of oppression and privilege
- Resistance to change

***THE BARRIERS TO
CULTURAL PROFICIENCY
ARE SYSTEMIC PRIVILEGE
AND RESISTANCE TO
CHANGE***

QUESTIONS?

Type your
questions
for
Kikanza

DYNAMICS OF CHANGE

When changes are made in a relationship or in an organization...

- People feel awkward, uncomfortable, and ill at ease.
- People think first about what they are going to lose.
- People feel alone even though everyone is going through the same thing.

DYNAMICS OF CHANGE

- People can only handle so much.
- People are at different levels of readiness for change.
- People tend to be concerned they will not have enough resources.
- When the pressure is off, people will revert back to old behavior.

BRIDGES ON CHANGE...

- There are three phases of change; most people deal with them in the wrong order
- Endings first—acknowledge what people are losing; let them grieve
- Beginnings last—people get to the beginning at different times; celebrate the movement
- Middles are the most important—most people don't manage the transitions.

**THINK ABOUT YOUR
CHANGE PATTERNS**

Successfu
l and not
so
successful

- What did you notice about what enables you to be successful?
- What did you notice about your patterns when you are not successful?

**TYPE
YOUR
ANSWERS**

Poll

TO CHANGE SUCCESSFULLY

- Prepare
- Contextualize
- Pace
- Benchmark
- Celebrate

AND WHEN THE PEOPLE PUSH BACK...

- Moderate the attention you draw to yourself
- Leverage ambiguity
- Express curiosity
- Name the elephant--every day
- Define your circle of influence
- Assess the risks involved

AND WHEN THE PEOPLE PUSH BACK...

- Find your allies
- Ask for forgiveness instead of permission (this doesn't work for long....)
- Reframe it as something they want
- Change what you can
- Change yourself

6th Annual
*Cultural
Proficiency
Institute*

Museum of Tolerance
Los Angeles • Aug 1-2

Join the authors of the Cultural Proficiency books and cultural proficiency practitioners from the US and Canada to learn, grow and share your stories.

Learn more at www.corwin.com/events

- **Community Building**
- **Introduction to Cultural Proficiency**
- **Going Deeper with the Authors**
- **Voices from the Field**

WHAT WILL
HAPPEN AT
THE
INSTITUTE
?



THE MUSEUM OF TOLERANCE
A SIMON WIESENTHAL CENTER MUSEUM

**EXHIBITS
AND
EXPERIENCES**



Corwin is pleased to present online and in-person professional learning opportunities. We're partnering with you to put professional development in your hands - where and when you need it.

SEE YOU THERE!

August
1st & 2nd