Stepping Out of the Box: Working Together to Communicate Effectively Across Cultures

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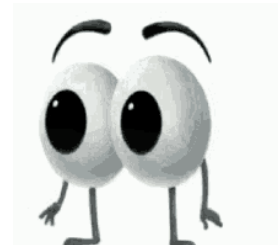sanchezvegadiana@gmail.com
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IABC Nashville's Log-In and Lunch!
Wednesday, October 21st, 2020
12 PM to 1 PM US-CST
Via Zoom

1

Where Does "All This" Come From?

Research!

To Nashville
Atlantic Ocean
Pacific Ocean
From Buenos Aires ...

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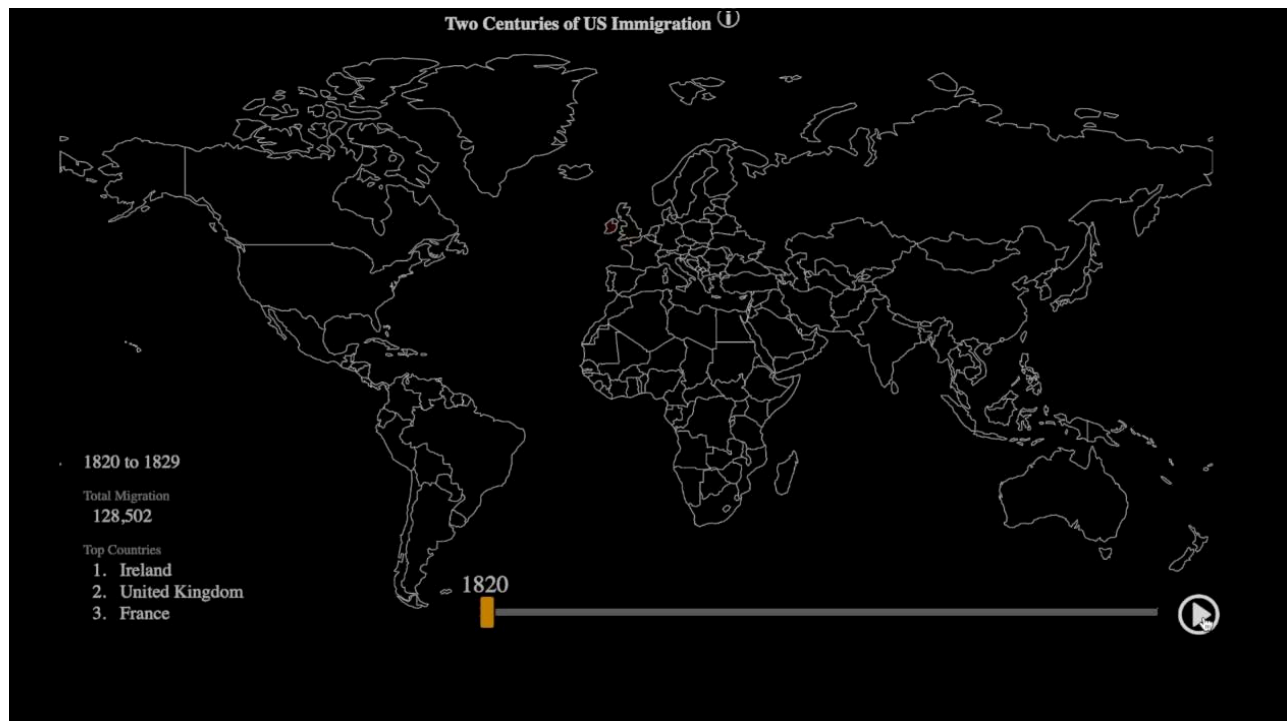MAKING BRIGHT CONNECTIONS HAPPEN

2

Acculturation

"Phenomena which result when groups of individuals of different cultures come into continuous first-hand contact with subsequent changes in the original culture patterns of either or both groups".
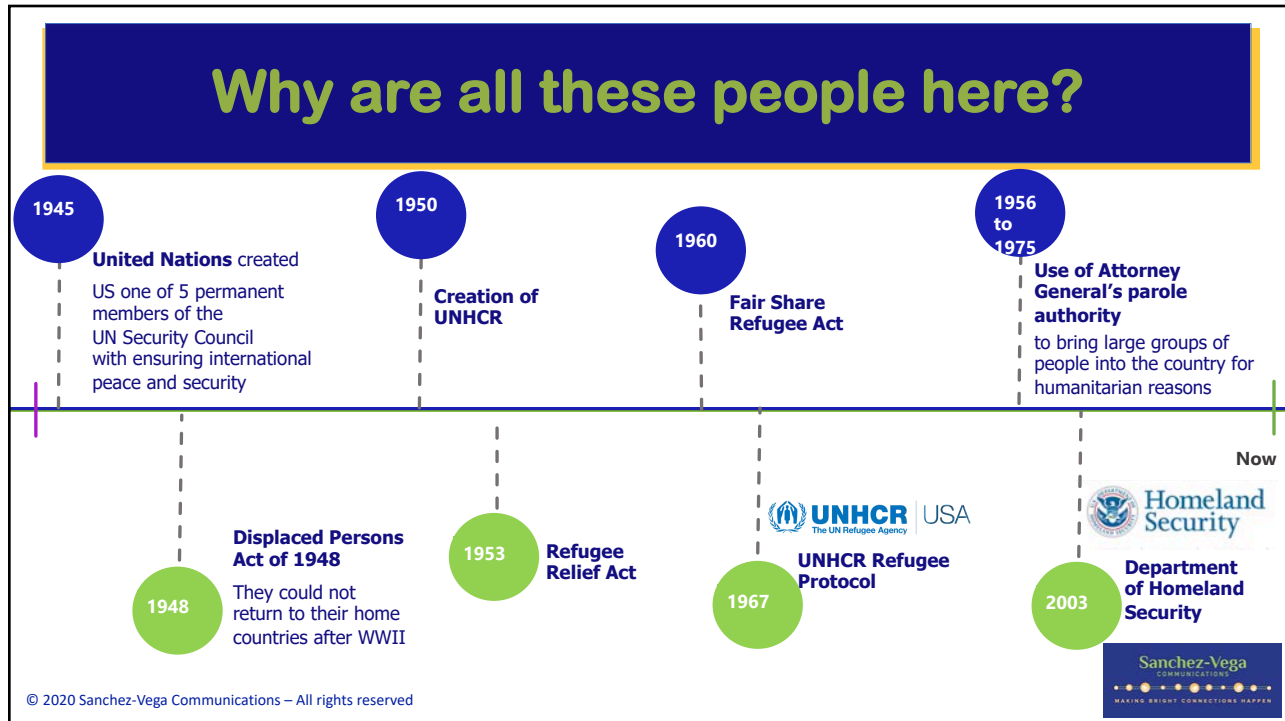
Redfield, R., Linton, R., & Herskovits, M. J. (1936)

3

4

Why are all these people here?

1945

United Nations created
US one of 5 permanent members of the UN Security Council with ensuring international peace and security

1950

Creation of UNHCR

1960

Fair Share Refugee Act

1956 to 1975

Use of Attorney General's parole authority
to bring large groups of people into the country for humanitarian reasons

Now

1948

Displaced Persons Act of 1948
They could not return to their home countries after WWII

1953

Refugee Relief Act

UNHCR | USA
The UN Refugee Agency

UNHCR Refugee Protocol

1967

Homeland Security

Department of Homeland Security

2003

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5

Acculturation & Change

CULTURAL/GROUP LEVEL   PSYCHOLOGICAL/INDIVIDUAL LEVEL

CULTURE A

CONTACT

CULTURE B

CULTURAL CHANGES
CULTURE A
CULTURE B

PSYCHOLOGICAL ACCULTURATION
INDIVIDUALS IN CULTURES A AND B:
BEHAVIOURAL CHANGES
ACCULTURATTVE STRESS

ADAPTATION
INDIVIDUALS IN CULTURES A AND B:
SOCIOCULTURAL
PSYCHOLOGICAL

Reciprocal or mutual influence
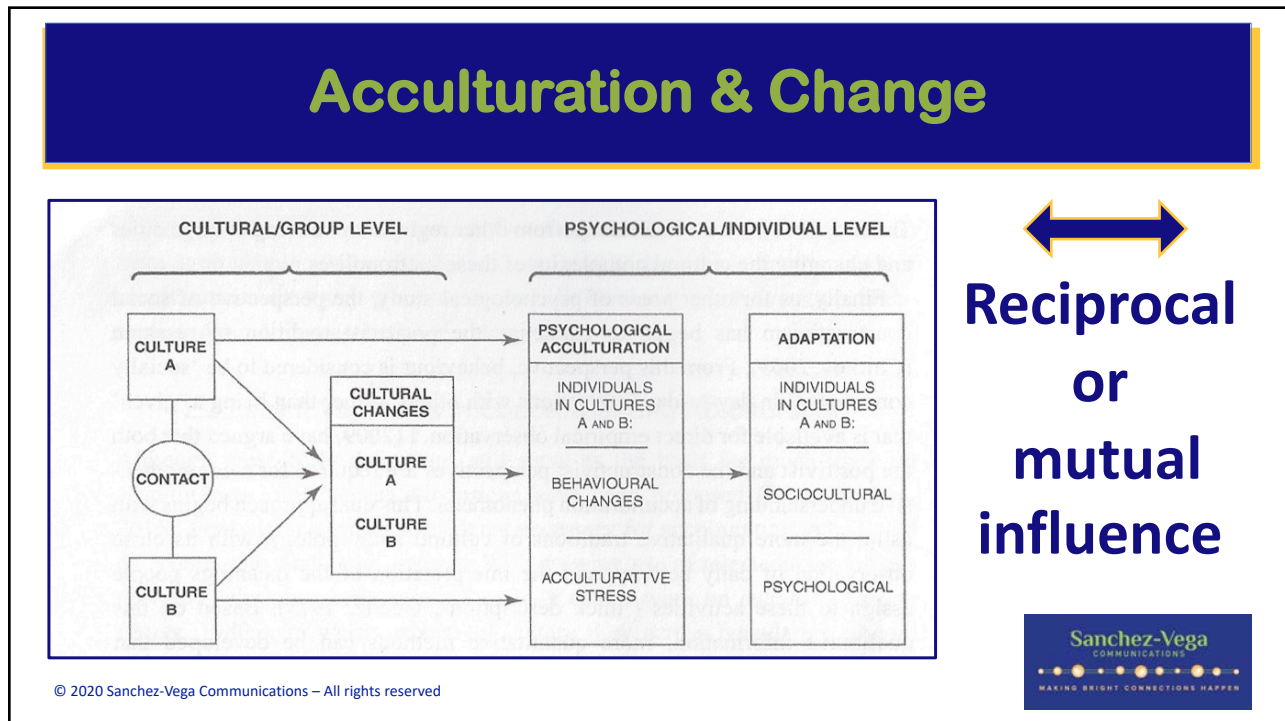
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6

3

Acculturation Strategies

Figure 3.3 Acculturation strategies in ethnocultural groups and the larger society (Berry, 2003)

7

What is Culture?

Latin cultus >> "care", and

French *colere* >> "to till", as in "to till the ground"

Culture is a way of
"tilling" shared meanings that are expressed through traditions, customs and thoughts.

1. Culture is a mix of age, educational level, ethnicity, geographic origin, gender, group history, language, life experiences, religion, spiritual beliefs and practices, sexual orientation, and socioeconomic class.

2. Culture is dynamic and changes with time, integrating various aspects of a person's life and providing frameworks for action.

3. Culture shapes lifestyles and beliefs, which in turn shape how we communicate with others about ourselves and about others as well

8

4

Cultural Humility

"In a multicultural world where power imbalances exist,
cultural humility is **a process of openness**, **self-awareness**,
being egoless, and **incorporating self-reflection and critique
after willingly interacting with diverse individuals**.
The results of achieving cultural humility are
mutual empowerment, respect, partnerships, optimal care,
and lifelong learning."

Foronda, Baptiste, Reinholdt, and Ousman (2016)

9

Cultural Humility vs. Cultural Competence

Attributes	Cultural Competence	Cultural Humility
View of culture	• Group traits • Group label associates group with a list of traditional traits and practices • De-contextualized	• Unique to individuals • Originates from multiple contributions from different sources • Can be fluid and change based on context
Culture definition	• Minorities of ethnic and racial groups	• Different combinations of ethnicity, race, age, income, education, sexual orientation, class, abilities, faith and more
Traditions	• Immigrants and minorities follow traditions	• Everyone follows traditions
Context	• Majority is the normal; other culture are the different ones	• Power differences exist and must be recognized and minimized
Results	• Promotion of stereotyping	• Promotion of respect
Focus	• Differences based on group identity and group boundaries	• Individual focus of not only of the other but also of the self
Process	• A defined course or curriculum to highlight differences	• An ongoing life process • Making bias explicit
Endpoint	• Competence/expertise	• Flexibility/humility

Note. Adapted from "Cultural Humility: Essential Foundation for Clinical Researchers", by K.A. Yeager and S. Bauer-Wu, 2013, Applied Nursing Research, 26, p. 12. Copyright 2013 by National Institutes of Health.

10

Cultural Humility

Cultural Humility | Juliana Mosley, Ph.D. | TEDxWestChester
81.492 visualizaciones • 1 dic. 2017

"Being able to bow to the culture, persona, and position of someone else.

…

If I humble myself, am I by default saying that I'm less than, … or giving power to someone else?"

11

Communicating Effectively Across Cultures … Together

Practice Cultural Humility:
Humbly openly admitting that you are nervous or anxious about a connection is ok
Ask others what fears they have had and how they overcame them. And then listen!

Immediate Connection Not Always Effective:
start by not trying to engage right away, but by being in the room, and listening.

Share with Care:
Sharing about your life (what you feel comfortable sharing) and then asking a related open ended question.

12

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13

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14