

Introduction:

As per Butcher and Wiersma-Mosley (2021):

“Creating cultural competence is essential on college campuses, in our communities, and in the workplace. Cultural competence, as defined by the Intercultural Development Inventory (IDI), is the capability to shift cultural perspective and adapt—or bridge—behavior to commonality and difference. The IDI is an assessment-driven approach to developing individual intercultural competence and to build cultural competence through adaptation of behavior to cultural differences and commonalities. These five videos portray what defines cultural competence, according to college students’ diverse perspectives. The videos are organized along the IDI spectrum, which ranges from a monocultural to intercultural perspective: Denial, Polarization, Minimization, Acceptance, and Adaptation. The monocultural mindset uses cultural differences and commonalities based on an individual’s own cultural perspectives and values and often uses stereotypes as a way to identify cultural differences. The intercultural mindset is more able to make sense of commonalities and differences of culture based on their own cultural practices and values and those of the other’s culture. They are more likely to use cultural generalizations that recognize cultural differences and support more complex perceptions and experiences based on difference and commonality.”

Objectives:

As a result of this activity, participants will be able to:

1. Define cultural competence.
2. Describe how each IDI stage influences intercultural perspective.

Time:

1 hour.

Group Size:

Entire Group.

Materials:

Computer with access to the internet.

Intercultural Development Continuum Stages:

- Denial
- Polarization
- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Cultural Self-Awareness

- To articulate insights into own cultural rules and biases (e.g., seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description).

Knowledge of Cultural Worldview Frameworks

- To demonstrate sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs & practices.

Other Skills:

Mentorship & Leadership; Diversity, Equity, & Inclusion.

Link to eBook:

- <https://uark.pressbooks.pub/creatingculturalcompetence/>