

## Introduction:

“During the fall 2019 through spring 2021 semesters, Dr. Mikel Hogan developed five ‘Self-Paced Learning Modules’ for faculty, staff and administrators of the School of Nursing (SON) funded by the EMBRACE grant. With the new HRSA grant, ENGAGE, these modules have been updated and additional materials developed to further enhance our cultural mindedness and mentoring strategies to promote an inclusive SON cultural climate.

“The modules provide self-paced on-line learning modules that contain useful worksheets, power points, case examples (written by students), and resources (in a sixth module) for practice and discussion with **students** of the cultural conceptual tools and skills. SON faculty, administration and staff through face-to-face education conducted by Dr. Hogan that first-hand knowledge about student identities and backgrounds provides a rich resource for infusing SON curriculum with connections to students’ cultural lived experiences. Altogether, this cultural learning process facilitates effective mentoring, shared governance, and an inclusive SON cultural climate.” (Hogan; Cal State Fullerton, 2021)

The following lesson plan includes links to five modules and one reading list developed by Dr. Mikel Hogan.

## Facilitator Notes:

This is a self-directed module to assign to participants to complete individually. Facilitators may decide how to adapt the assignment to their context.

## Objectives:

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

1. Module 1:
  - a. “Recognize cultural dynamics occurring in interactions” (Hogan, 2013).
  - b. Define the “the Aspects of Culture—twelve categories of culture that can be applied to any situation to identify cultural dynamics that are happening” (Hogan, 2013).
2. Module 2:
  - a. “Recognize the Barriers to respectful social group interactions” (Hogan, 2013).
3. Module 3:
  - a. Identify their Personal Competency Behaviors.
  - b. “Identify competency behaviors that could prevent or diffuse any of the Six Barriers” (Hogan, 2013).
4. Module 4:
  - a. “Practic[e] the dialogue process...[to] fosters the personal and interpersonal foundation skills for understanding and practicing inclusion of all forms of diversity” (Hogan, 2013).
5. Module 5:

- a. “Apply the conceptual tools of the previous four modules” (Hogan, 2013).

**Time:**

10 hours (aside from the Module six reading list).

**Group Size:**

Entire Group.

**Materials:**

Worksheets and PowerPoints slides for each module (in Activity Instructions below and on the [California State University - Fullerton landing page](#)).

**Intercultural Development Continuum Stages:**

- 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.

**Activity Instructions:**

1. A link to Module one materials can be found here:
  - Worksheet:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduleone\\_Worksheet.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduleone_Worksheet.pdf)
  - PowerPoint Slides:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduleone\\_PowerPoint.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduleone_PowerPoint.pdf)
2. A link to Module two materials can be found here:
  - Worksheet:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduletwo\\_Worksheet.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduletwo_Worksheet.pdf)
  - PowerPoint Slides:

- [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduletwo\\_PowerPoint.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Moduletwo_PowerPoint.pdf)
3. A link to Module three materials can be found here:
- Worksheet:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulethree\\_Worksheet.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulethree_Worksheet.pdf)
  - PowerPoint Slides:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulethree\\_PowerPoint.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulethree_PowerPoint.pdf)
4. A link to Module four materials can be found here:
- Worksheet:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefour\\_Worksheet.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefour_Worksheet.pdf)
  - PowerPoint Slides:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefour\\_PowerPoint.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefour_PowerPoint.pdf)
5. A link to Module five materials can be found here:
- Worksheet:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefive\\_Worksheet.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefive_Worksheet.pdf)
  - PowerPoint Slides:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefive\\_PowerPoint.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulefive_PowerPoint.pdf)
6. A link to Module six list can be found here:
- Module six Reading List:
    - [https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulesix\\_Worksheet.pdf](https://nursing.fullerton.edu/grantsprojects/engage/pdf/Modulesix_Worksheet.pdf)