



Intercultural / Diversity Competence

Learning Goal/Outcome: Students will acquire an ability to learn about differences and behave appropriately in different cultural environments.

Learning Objectives:

Students will effectively deal with ambiguity and the lack of clear, comfortable answers.

Skill: Develop tolerance and patience.

Possible exercise: Diversity situations involving conflict and dilemma. Discussion.

Students will be able to shift between cultural paradigms to match what is required in a new situation.

Skill: Develop analytical and creative skills.

Possible exercise: Hypothesis development and problem-solving activities involving diversity situations.

Students will be able to identify a personal lack of knowledge required for a new situation.

Skill: Develop humility and self-reflection.

Possible exercise: Multicultural/intercultural readings that challenge common mainstream assumptions.

Students will be able to learn what others expect of them in a new situation.

Skill: Develop skills of genuine inquiry.

Possible exercise: Multicultural/intercultural readings that challenge common mainstream assumptions.

Students will be able to recognize the limitations of their own assumptions and worldview.

Skill: Develop objectivity, critical and reflective skills, and knowledge of other worldviews.

Possible exercise: Multicultural/intercultural readings that challenge common mainstream assumptions.

Students will be able to see issues from another perspective.

Skill: Develop maturity beyond an egocentric/ethnocentric orientation.

Possible exercise: Bennett developmental model of intercultural sensitivity (DMIS).

Students will be able to empathize with the feelings of people from a different culture, and communicate recognition, respect, and care to those individuals.

Skill: Develop interpersonal sensitivity.

Possible exercise: Intercultural communication readings and practice.

Students will be able to work with others to find common ground and generate possibilities to formulate mutual understanding and solutions.

Skill: Develop relational collaborative skills.

Possible exercise: Read and discuss Relational Leadership Model and learn about collaborative practices in intercultural organization.

Students will be able to adapt their own view or position to new knowledge and experience.

Skill: Develop openness to self-transformation and change.

Possible exercise: Intercultural attitude assessment and analysis of diversity situations involving conflict and dilemma.