

MULTICULTURAL COMPETENCE

Strategies to support a more inclusive
campus community



Presenters



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Workshop Agenda

- I. Learning Outcomes & Expectations
- II. Our Campus Community
- III. Multicultural Competence
- IV. Applying to Practice
- V. Closing



Picture by: [Tim Mossholder](#)

Learning Outcomes

By the end of today's workshop, you will be able to:

- define key tenets of cultural humility and multicultural competence.
- discuss the direct benefits of cultural humility and multicultural competence to the members of UB's diverse campus community.
- apply inclusive strategies to develop settings that are supportive and respectful of diverse cultural differences.

Community Expectations

As a community, we agree to hold ourselves and each other to the following expectations.

- 1.** We will not demean, devalue, or “put down” each other.
- 2.** Challenge the idea and not the individual.
- 3.** Speak our discomfort.
- 4.** Step Up, Step Back.
- 5.** Learn from each other.
- 6.** Others we wish to co-create in this space?

OUR CAMPUS COMMUNITY

Recognizing our students' diverse
identities and experiences



Conversation Starter

Do you believe UB is a diverse campus community?

1. Use the QR code or go to [menti.com](https://www.menti.com)
2. Enter this code: 64 53 66 3
3. Answer the question



QR code

Understanding Student Demographics

- Consider the challenges those with marginalized identities might experience
- Examine the significance of intersecting identities
- Describe the importance of a sense of belonging
- Name possible solutions to strengthen inclusion at UB

Identities at UB

- Ability
- Age
- Body size or type
- First-generation status
- First language
- **Gender identity**
- Indigenous or tribal affiliation
- **National origin**
- **Race and ethnicity**
- Religion or religious beliefs
- Sexual orientation
- Social class
- Socioeconomic status
- Student parent status

International Students

- Often experience sociocultural, linguistic, and academic adjustments in the U.S.
- Beware of our own assumptions
- Foster an inclusive and welcoming environment
- Create opportunities of engagement with U.S. peers



Picture by: [Shubham Sharan](#)

Gender Identity

- Awareness of continuous targeting and marginalization
- Implement LGBTQ+-affirming practices
- Respond to specific needs of LGBTQ+ community



Photo by: [Tim Mossholder](#)

Race/Ethnicity

- Attentiveness and sensitivity to the atmosphere we create
- Cultivate micro-moments of connection
- Establish positive emotions



Photo by: [Javier Trueba](#)

Create a Community of Inclusiveness

It can feel daunting to find ways to support inclusive environments when we know that students have so many identities, so there are strategies we can use to do so

- Building our awareness of personal cultural influences
- Developing experience and knowledge of difference cultural practices
- Fostering authentic relationships and meaningful interactions
- Promoting environments and change that are representative of inclusive, just spaces

MULTICULTURAL COMPETENCE

Understanding a framework for
effectively working with our campus



Multicultural Awareness

Values, assumptions, attitudes, and beliefs that influence our worldview and how we relate to others (Pope et al., 2019)

- **Why multicultural awareness is important:**
 - Understand information vs. misinformation
 - Challenge beliefs and assumptions
 - Identify your own privilege
 - Assess how power dynamics influence yourself, others, and the relationships within and between groups

Multicultural Knowledge

Information about cultural groups, practices, privilege, oppression, and social justice (Pope et al., 2019)

- **Why multicultural knowledge is important:**
 - Foundational component of valuing and centering inclusive practices
 - Informs the development of culturally competent lessons, programs, and dialogues
 - Provides key information about how to "effectively and respectfully interact with people from a wide range of cultures and backgrounds" (Pope et al., 2019, p. 41)

Multicultural Skills

Behaviors that build upon and allow us to apply multicultural awareness and knowledge in our work and lives (Pope et al., 2019)

- **Why multicultural skills are important:**
 - Enable us to apply evidence and theory to practice
 - Inform the implementation of culturally competent lessons, programs, and dialogues
 - Ensure we can incorporate cultural humility, minimize harm while recovering from errors, and continue cultural learning

Multicultural Action

Steps that operationalize multicultural awareness, knowledge, and skills into environmental improvements and change (Pope et al., 2019)

- **Why multicultural action is important:**
 - Allows us to advocate for systems of change
 - Necessary to combat individual, structural, political, and physical barriers
 - Without action, we cannot work towards fully just and inclusive campus communities

APPLYING TO PRACTICE

Identifying ways to implement culturally responsive practices



Build Multicultural Awareness

Identify your multicultural baseline.

1. Access the survey
 - With the QR code
 - Via the web: PollEv.com/jeremyj804
 - Via text: Text JEREMYJ804 to 37607
2. Answer the survey questions



QR code

Obtain Multicultural Knowledge

Learn about each other.

1. **Think:** Read and think about the self-awareness questions.
2. **Write:** Jot down your thoughts.
3. **Pair:** Turn to a peer and share your thoughts.
4. **Share:** Summarize your conversation to the group.

Apply Multicultural Skills

Lean into our multicultural awareness, knowledge and skills.

1. Read the scenario aloud.
2. Identify the assumptions, biases and beliefs.
3. Deconstruct the assumptions, biases and beliefs.
4. Identify culturally sensitive and appropriate strategies and interventions.

Identify Multicultural Action

1. Use the QR code **or** go to [menti.com](https://www.menti.com)
2. Enter this code: 3507 7825
3. Answer the question



QR code

CLOSING

Reflecting together



Reflection

- Please share your thoughts and questions.



[Photo by: Simone Secci](#)

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