Acts of Determination
Cultural Competence

Awareness
Knowledge
Skills/Tools
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Act of Determination

To cultivate student understanding of the rich diversity God has created we will integrate cross-cultural competency education through division programs, staff development, and community partnerships. By enhancing the ability of our students and staff to talk and work across differences, we will develop Christian leaders who will advocate for and support human flourishing on campus and beyond.
Charge

*Cross-Cultural Competency Training*—research and develop recommendations for cultivating student understanding of the rich diversity God has created by enhancing the ability of our students and staff to talk and work across differences.
Initial Focus

The SLCC Work Team was charged with the development of evidence-based recommendations for cultivating intercultural competence through awareness, knowledge, and skills among Student Life staff and student employees to better understand, advocate, and empower others.
Recommendations

- Ideas for immediate engagement – get started
  - Brown Bag Discussions
  - Professional Development Work Team Partnership
  - Human Resources/Student Life Partnership
  - Book Club

- Systemic and structural – Big Picture, Long Term
  - Adapt Multicultural Organizations Development model (Pope, Reynolds, & Mueller, 2004) to meet the needs of our division.
Immediate Engagement

- Brown Bag Discussions
- Professional Development Work Team Partnership
- Human Resources/Student Life Partnership
- Book Club
Big Picture:
Multicultural Organizations Development Model (Pope et al.)

- Common definition for *multiculturalism* and *cultural competence*
- Mission Statement
- Commitment From Student Life Leadership
- Policy Review
- Recruitment/Retention
- Competency/Training
- Incident Reporting/Follow Up
- Programs/Services
- Physical Environment
- Systematic Assessment
Steps Recommended by the Cultural Competence Work Team

- Create Change Team
- Conduct a readiness assessment
- Educate Student Life Leadership regarding organizational change models and sustainable change
- Conduct an “audit” of the Division of Student life based on the checklist
- Create on-going plans based on what we learn…
- Meanwhile, begin implementation of ideas for initial engagement…
Individual Thoughts

Small Group Chat