



# DIVERSITY; WHAT, HOW AND WHY

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## OUR OBJECTIVE TODAY

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- **DEFINE CULTURE**
- **REFLECT ON DIVERSITY IN REGARDS OF RACE, COLOR, ETHNICITY, LANGUAGE, NATIONALITY, RELIGION AND OTHER DIFFERENCES WITHIN OUR SOCIETY**
- **TOUCH ON SOME HISTORICAL FACTS**
- **INCREASE OUR AWARENESS OF OUR OWN SURROUNDINGS**



## WE THE PEOPLE

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- **We the people** of the United States, in order to form a more perfect union, establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity, do ordain and establish this constitution for the United States of America.



# SOME IMPORTANT DATE IN OUR HISTORY

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- 1505-First Black slaves brought to the Americas from West Africa by Columbus's son
- 17<sup>th</sup> century 50% of the 10 million native people in North America
- January 1776 Thomas pain publishes "Common Sense"
- 1790 2 years of residency for free white person to be a citizen
- 1793 The fugitive Slave Act authorized local governments to capture and return runaway slaves to their owner as well as imposed penalties on those involved in their escape.
- 1815 first major wave of immigration from **western** Europe
- 1849 Know-Nothing Party was formed against German and Irish immigrants
- 1882-Chinese Exclusion Act barring Chinese immigrants from entering US
- 1920 Women's right to vote
- 1942 Physical removal of all Japanese Americans,
- 1968-Assassination of MLK
- 9/11/2000-Terrorist attack



# DIVERSITY

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Understanding that each one of us is unique, and that we need to recognize our individual differences.

# DEFINING CULTURE

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**CULTURE: “A SHARED SET OF BELIEF SYSTEMS, VALUES, PRACTICES AND ASSUMPTIONS WHICH DETERMINE HOW WE INTERACT WITH AND INTERPRET THE WORLD”.**

*BRIDGING THE GAP*

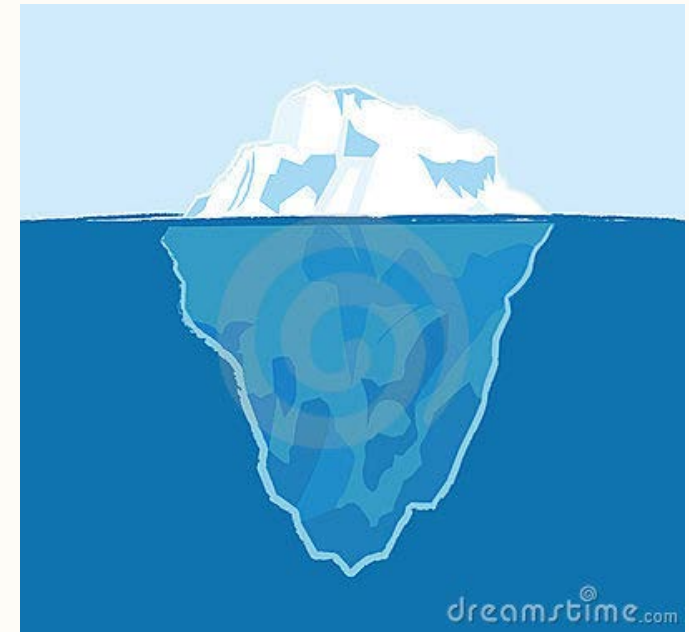




# THE ICEBERG ANALOGY

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- **CULTURAL CHARACTERISTICS THAT ARE VISIBLE**
- **CHARACTERISTICS INVISIBLE TO THE HUMAN EYE**
- **YOUR CURRENT CULTURE VS YOUR CULTURE OF ORIGIN?**
- **DO YOU CONSIDER YOURSELF BICULTURAL?**



# IMPACT OF CULTURE

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- HOW DO YOU ACQUIRE CULTURE?
- IS CULTURE ALWAYS THE SAME?
- CAN YOU ALWAYS SEE CULTURE?

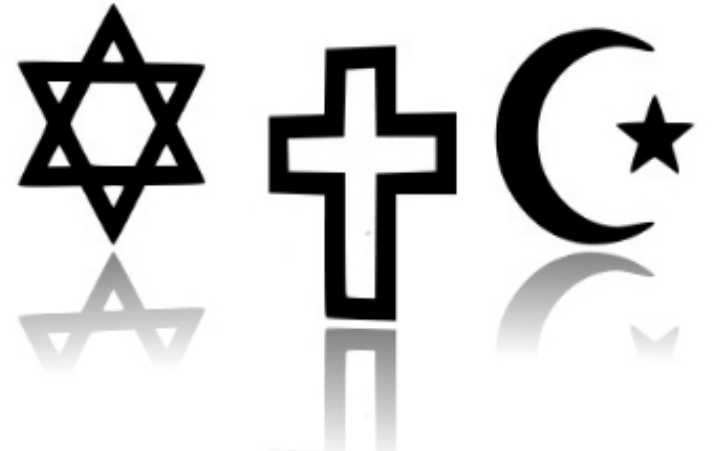




# OUR BELIEF SYSTEM

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- **WE BELIEVE THAT GOD CREATED ALL HUMANS: “LET US MAKE MAN IN OUR IMAGE, AFTER OUR LIKENESS” (GEN. 1: 26)**
- **SO FAR, THERE IS NO DNA THAT CAN IDENTIFY DIFFERENT FAITHS, BUT DNA SURELY IDENTIFY HUMANS.**
- **HUMANS CREATED DIFFERENT FAITHS**
- **HUMANS DEVELOPED CULTURAL NORMS**
- **WE CLAIM TO WANTING TO IMPRESS OUR**





# STEREOTYPING

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- **ATTRIBUTING CULTURAL CHARACTERISTICS TO A GROUP SIMPLISTICALLY AND UNCRITICALLY;**
- **APPLYING THESE CHARACTERISTICS TO AN INDIVIDUAL ON THE BASIS OF HIS/HER PERCEIVED CULTURAL AFFILIATION.**
- **MAKING ASSUMPTIONS**
- **GENERALIZING**
- **FOCUSING ON DIFFERENCE**



# **OBSTACLES IN CROSS-CULTURAL UNDERSTANDING**

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- **LACK OF KNOWLEDGE ABOUT THE OTHER'S CULTURE AND TENDENCY TO STEREOTYPE.**
- **FEAR OF THE OTHER OR INAPPROPRIATE GOOD OR BAD JUDGMENTS.**
- **ATTITUDES TOWARDS THE OTHER CULTURE-NEGATIVE ATTITUDES MAY HAVE DEVELOPED DUE TO LACK OF KNOWLEDGE ABOUT ANOTHER CULTURE.**
- **DEVELOPED FROM NEGATIVE EXPERIENCES THE WORKER MAY HAVE HAD WITH PERSONS FROM THE SAME CULTURE OR ETHNIC GROUP.**



# OTHERING

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***“OTHERING” AS A SET OF DYNAMICS, PROCESSES, AND STRUCTURES THAT ENGENDER MARGINALITY AND PERSISTENT INEQUALITY ACROSS ANY OF THE FULL RANGE OF HUMAN DIFFERENCES BASED ON GROUP IDENTITIES.<sup>13</sup>***



# SEGREGATION

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- requiring separate housing, education and other services for people of color.





# ASSIMILATION

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- What do we mean by assimilation is it directly related to power and dominance?

# SIGNS OF CULTURAL DIFFERENCES

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- **MARRIAGE**
- **LOVE**
- **SPACE**
- **AUTHORITY**
- **RELIGION**
- **TIME**
- **WORK**
- **GOVERNMENT**
- **RELIGIOUS LEADERS**
- **VOICE**
- **EYE CONTACT**





# **BEING CULTURALLY COMPETENT**

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- **ACCEPT THAT IT IS A JOURNEY, NOT A DESTINATION**
- **BE GENTLE ON YOURSELF AND OTHERS**
- **ALWAYS ASK QUESTIONS**
- **DON'T BE AFRAID TO APOLOGIZE**



# ACCULTURATION

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**ACCULTURATION IS THE PROCESS BY WHICH AN INDIVIDUAL GRADUALLY ACQUIRES AND ADAPTS CHARACTERISTICS OF A NEW CULTURE WITHOUT COMPLETELY LOSING THOSE OF HIS/HER CULTURE OF ORIGIN.**

# CULTURAL HUMILITY

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**AN ATTITUDE OF RESPECT WHEN APPROACHING PEOPLE OF DIFFERENT CULTURES THAT ENTAILS ENGAGEMENT IN A PROCESS OF SELF-REFLECTION AND SELF-CRITIQUE REQUIRING AN ABILITY TO MOVE BEYOND ONE'S OWN BIASES.**

(APCE STANDARDS 2005)

