

The Transformative Educator

WISE Conference
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North Carolina
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The man who finds his homeland
sweet is still a tender beginner;

he to whom every soil is as his
native one is already strong;

but he is perfect to whom the
entire world is a foreign land.

From an obscure 12th century Saxon monk called Hugo of
St. Victor in *Global Souls* by Pico Iyer



Intercultural Competence

is a set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts.

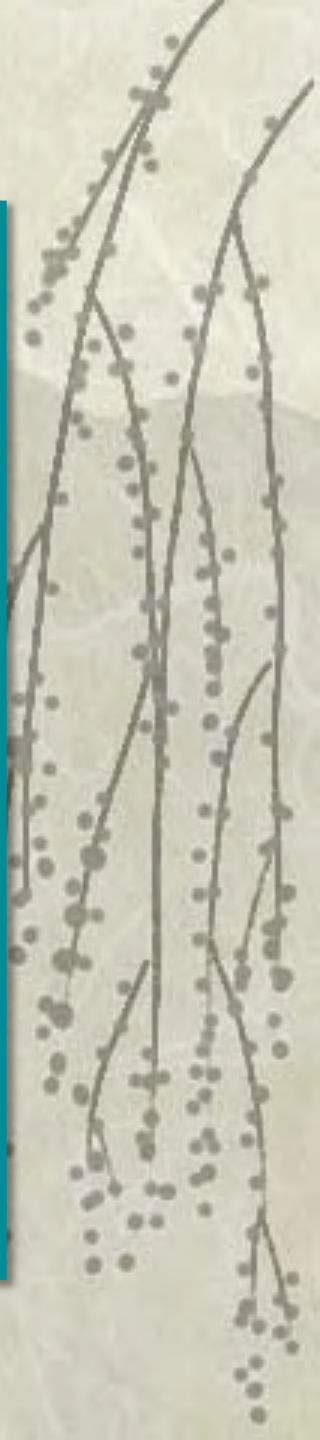




What are our goals?

- ❖ To increase our student's and colleague's knowledge of differences.
- ❖ To increase the knowledge of international students specifically about differences related to diversity issues.





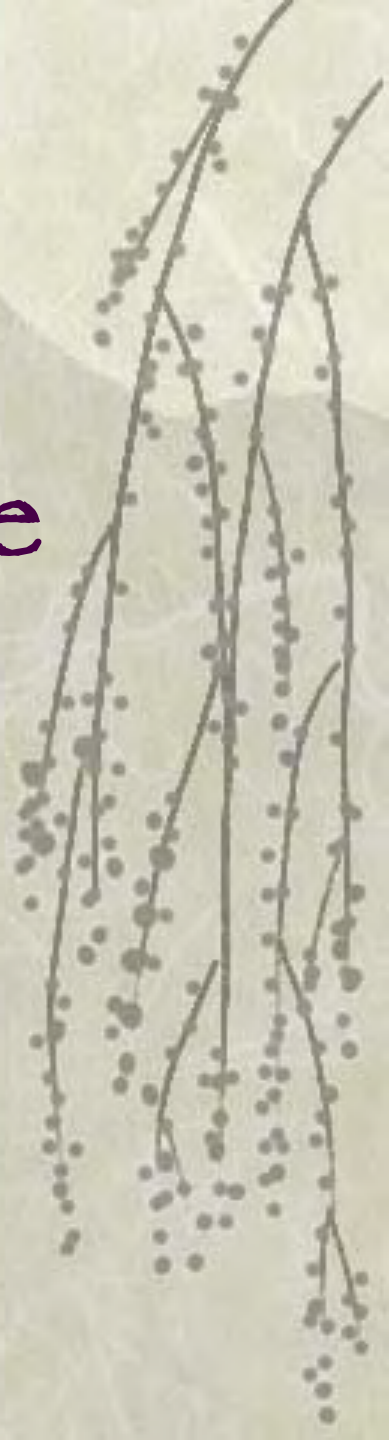
What are our goals? (cont'd)

- ❖ To increase the knowledge of domestic students specifically about global differences related to international students.
- ❖ To reduce anxiety on everyone's part!





What are the compelling reasons we *should* integrate diversity and inclusion and intercultural competence...
What are the reasons *not* to?



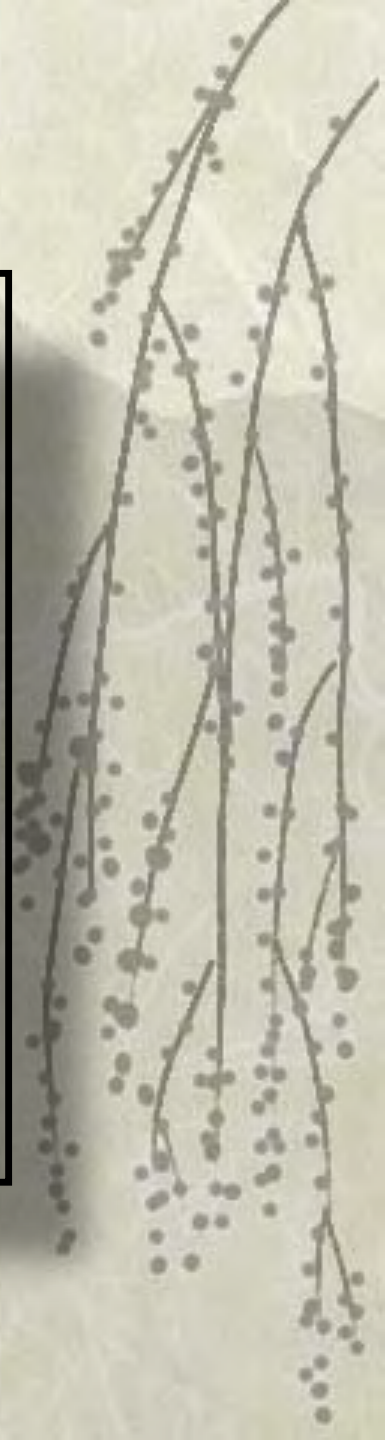
Exporting diversity initiatives globally
can be ethnocentric





Training must include both
global and domestic diversity

Who Is Ethnically Diverse?





MISSION STATEMENT

Fostering a more inclusive, aware and socially just community by:

Fostering **DIALOGUE** that explores issues of identity, diversity and social justice.

Supporting the diverse **COMMUNITY** in their personal, professional and academic lives.

Creating education initiatives and campus-wide programming that **ENGAGE** the community.

Cultivating allies and advocates to create and promote positive **CHANGE**.

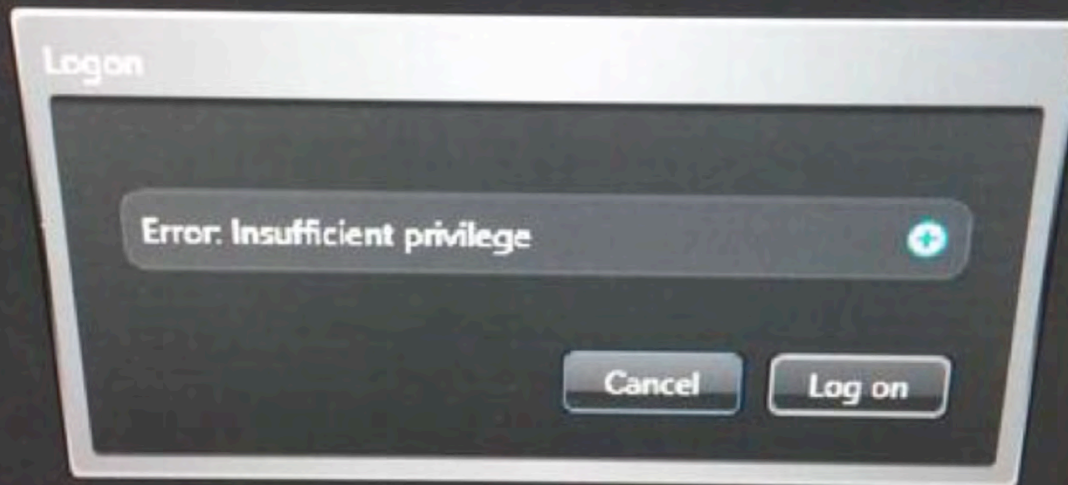


Mission statements
urge the workforce to
value, respect and
appreciate diversity

Global competency demands local competency;
Local competence is now global



Understanding and sharing privilege
is essential to intercultural competence.





Social Justice

Education
challenges
us to cross
barriers
created by
prejudice



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The Work of Thomas Pettigrew and Linda Tropp: When Groups Meet

- ❖ There are three widely studied mediators of how contact affects prejudice:
 - ❖ New knowledge about the other group
 - ❖ Anxiety reduction
 - ❖ Empathy with the other group

Pettigrew and Tropp (continued)

- ❖ Anxiety reduction is essential; reducing threat and uncertainty helps create a context in which positive interaction can take place.
- ❖ Empathy and perspective taking are far more important than knowledge.
- ❖ Recent research suggests that knowledge is useful, but of minor importance.



Anxiety Reduction



Empathy





Knowledge About the Other Group

