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1 □ Strategies for Creating a Culturally-Inclusive Mindset

2 □ Disclosures

- Presenter Disclosure: Financial: Esther Clervaud received an honorarium for presenting this course. She is an Educational Consultant through Heritage AcceptED. Non-financial: Esther Clervaud has no relevant non-financial relationships to disclose.
- Content Disclosure: This learning event does not focus exclusively on any specific product or service.
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3 □ Learning Outcomes
As a result of this course, participants will be able to:
- Identify four strategies that can be utilized to generate a culturally-sensitive mindset.
- Explain the origins and manifestations of implicit biases and ways they can be mitigated.
- Plan necessary steps to transform culturally-insensitive thinking.

4 □ Multicultural America

- 2010 United States Census
  - Hispanic population 43%
  - Non-Hispanic population ~5%
  - Asian population 43%
  - Nevada's minority population 78%

5 □ Multicultural America

- 2020 United States Census Projections
  - By 2044, more than half of all Americans are projected to belong to a minority group.
  - By 2060, nearly one in five of the nation’s total population is projected to born outside of the U.S.

6 □ ACTIVITY
Name that Culture
Directions: Number your paper from 1 – 10. Identify the appropriate ethnicity.

7 ☐ Garcelle Beauvais
8 ☐ Christina Milian
9 ☐ George Lopez
10 ☐ Charlize Theron
11 ☐ Idris Elba
12 ☐ Al Horford
13 ☐ Gal Gadot
14 ☐ Jackie Chan
15 ☐ Hugh Jackman
16 ☐ August Richards

17 ☐ ANSWERS
   Name that Culture
   Directions: Tally your correct responses.

18 ☐ Garcelle Beauvais
   • Haitian-American
19 ☐ Christina Milian
   • Cuban-American
20 ☐ George Lopez
   • Mexican-American
21 ☐ Charlize Theron
   • South African
22 ☐ Idris Elba
   • English
23 ☐ Al Horford
   • Dominican
24 Gal Gadot
   ▪ Israeli

25 Jackie Chan
   ▪ Chinese

26 Hugh Jackman
   ▪ Australian

27 August Richards
   ▪ Panamanian-American

28 NEWS FLASH
   Race is not necessarily an indicator of one’s culture.

29 FOUR STRATEGIES
   for Creating a Culturally-Inclusive Mindset

30 Learn About Your Culture
   ▪ What is culture?
     ▪ …thoughts, customs, values, and beliefs that defines a particular 
       ethnic or racial group…
     ▪ Who am I?
       ▪ Build your cultural self-awareness
       ▪ Tool: My Cultural Identity

31 Open Up to the Knowledge
   of Other Cultures
   ▪ Research different cultures
   ▪ Ask questions
   ▪ Visit cultural museums
   ▪ Try cultural dishes

32 Open Up to the Knowledge
   of Other Cultures
   ▪ Watch documentaries
   ▪ Discover cultural resources
     ▪ World Day for Cultural Diversity for Dialogue and Development

continued
Value Your Culture
Without Devaluing Others

“Preservation of one’s culture does not require contempt or
disrespect for other cultures.” Cesar Chavez

Ethnocentrism
• Advantages (higher self-esteem, solidarity, independence…)
• Disadvantages (polarization, rejection, isolation…)

ACTIVITY
Your First Response
Directions: Number your paper from 1 – 12. Write the first word that comes to mind after hearing the given term.

Babies
Audiologists
White People
PTs
Therapy
Black People
SLPs
Hispanics
Whole Foods
OTs
Asians
Jamaicans

ANSWERS
Your First Response
Directions: Compare your negative responses to your positive
48 Examine Yourself for Implicit Biases
   ▪ What are implicit biases?
     ▪ “…the preference for or against a person, thing, or group held at an unconscious level.”
   ▪ How are they created?
     ▪ Media and many other places...
   ▪ How can your implicit biases be mitigated?
     ▪ Intentional steps must be taken for mitigation.
     ▪ Tool: Mitigating Implicit Biases

49 Strategies for Creating a Culturally-Inclusive Mindset
   ▪ Learn About Your Culture
   ▪ Open Up to the Knowledge of Other Cultures
   ▪ Value Your Culture Without Devaluing Others
   ▪ Examine Yourself for Implicit Biases

50 Strategies for Creating a Culturally-Inclusive Mindset
   ▪ Learn About Your Culture
   ▪ Open Up to the Knowledge of Other Cultures
   ▪ Value Your Culture Without Devaluing Others
   ▪ Examine Yourself for Implicit Biases

51 ACTIVITY
   Action Plan: My New Mindset
   Directions: Create steps to transform your thinking.

52 LEARN ABOUT YOUR CULTURE
   ▪ Ask family about past history by the end of the month.
   ▪ Use social media to find family members within the next two weeks.

53 OPEN UP TO THE KNOWLEDGE OF OTHER CULTURES
   ▪ Attend at least one cultural event by month three.
   ▪ Ask someone to share information about their culture by month
three.

54 ☐ VALUE YOUR CULTURE WITHOUT DEVALUING OTHERS
   ▪ Post a diversity post on social media by the end of the month.
   ▪ Share with at least one person the importance of cultural diversity by the end of month two.

55 ☐ EXAMINE YOURSELF FOR IMPLICIT BIASES
   ▪ Take Harvard’s Implicit Association Test (IAT) by the end of the month.
   ▪ Ask family members to expose my biases by the end of month three.

56 ☐ THANK YOU!
   “Instead of focusing on the ‘them,’ let’s focus on the ‘us,’ as we learn to appreciate the ‘you.’”

~Esther Clervaud, Ed.S.

57 ☐ References


overcome our own biases and contribute to a diverse and inclusive way of life. Strategic Finance, 17–18.

References

