

Incognito Intercultural Competency Training

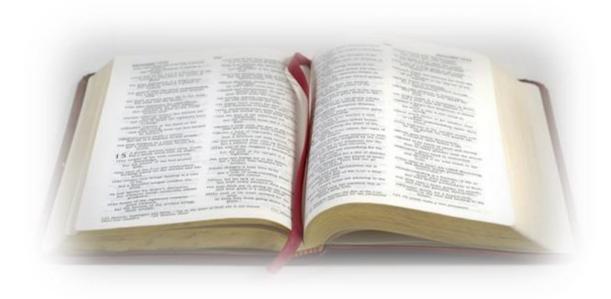
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Intercultural competency affects...



How we understand the Bible...



"We can easily forget that Scripture is a foreign land and that reading the Bible is a crosscultural experience. To open the Word of God is to step into a strange world where things are very unlike our own. Most of us don't speak the languages. We don't know the geography or the customs or what behaviors are considered rude or polite. And yet we hardly notice. For many of us, the Bible is more familiar than any other book. We may have parts of it memorized. And because we believe that the Bible is God's Word to us, no matter where on the planet or when in history we read it, we tend to read Scripture in our own when and where, in a way that makes sense on our terms."

Richards, E. & O'Brien, B. (2012).



Intercultural competency affects...

How we live, work, and communicate with people





FOCUS?

International students Domestic students Faculty Staff

Community



Incognito because...

IDEAL:

- Campus-wide assessment
- Campus-wide training
- Ongoing development
- International opportunity
- Internationalization
 permeates every aspect of the university

REALITY:

- Limited budget (for training, travel, personnel)
- Little time in academic calendar
- Too busy
- Current opportunities sufficient
- Interested, but...



Intercultural competency learned in community

- Relational
- Supportive
 - Practical
- Theoretical
- Long term



Employee groups

Intercultural competency is complex and a developmental process. Therefore, training requires:

- Understanding of general and specific needs related to each group
- Flexibility with timing and schedule constraints of each area
- Strong support coupled with intrinsic motivation

High Contact	Moderate Contact	Low Contact
Student Life Admin	School of Education*	Financial Aid
Res Life	School of Nursing*	Houston Center
Achievement Center & Career Services	School of Psychology & Counseling*	Dallas Center
School of Theology	Counseling Center*	President/Provost Office
School of Arts and Sciences (divided)	Bookstore	Quality Assurance
School of Aviation	IT	Human Resources
School of Business & Technology	Athletics	Marketing & Media
School of Engineering (divided)	Library	Events/AFSC/Belcher
Student Accounts	UPD	Business Services (payroll, insurance)
Registrar	Facilities Services	Admissions - Residential
Academic Secretaries	Mail Center/Print Shop	Admissions – Global
Spiritual Life	Development	
	*based on professional need more than	
	contact	



Sample Modules

	Objective	Format	Time	
Module 1	Relationship Building	Coffee and snacksInformal focus group	45 minutes	Identify themesFollow up email with next steps
Module 2	Group Assessment	 Administer IES or IDI assessment Present key concepts Discuss group results 	1 hour	 Encourage ongoing conversation within group Suggest Module 3 or 4 as next step
Module 3	Individual Assessment	 Private debrief of personal assessment results 	30-45 minutes	Optional for most assessmentsRequired for IDI
Module 4	Specific Topics	- Staff meeting, training, workshop	Varies	 Addresses felt needs Can reveal need or desire for deeper training



	Residence Life	Student Accounts	Facilities Services	School of Aviation	New Faculty	School of Psychology
Format	Focus Group	Focus Group	Focus Group	Focus Groups (2)	Plan with Associate Provost	Email based on meeting insight
Identified	Desire: Training for staff and student leaders	Key issues: communica tion, time, money	Key issues: safety & communica tion	Key issues: English proficiency, learning styles	Goal: Indirectly infuse courses	Need: Better assessment tool for class unit
Next Steps	IES assessment for RD's & RA's	Special topics training	Special topics training	ESL Workshop	New faculty formation with support	IES and IDI presented
	CD Online tool	IES assessment	CD Online method training	IDI assessment	IDI assessment	Guest lecture, IDI assessment



Questions? Comments?



Resources mentioned in this presentation:

IDI – Intercultural Development Inventory

https://idiinventory.com/

IES – Intercultural Effectiveness Scale

http://www.kozaigroup.com/intercultural-effectiveness-scale-ies/

CD Online – Cultural Detective Online

https://www.culturaldetective.com/cdonline/

For more ideas and resources, please email RebeccaHaesecke@letu.edu