The Transformative Educator

WISE Conference
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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.
Education challenges us to cross barriers created by prejudice.
Made in Switzerland

ID SWISS
Erleichterte Einbürgerungen:
am 26. September 2004

JA
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
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