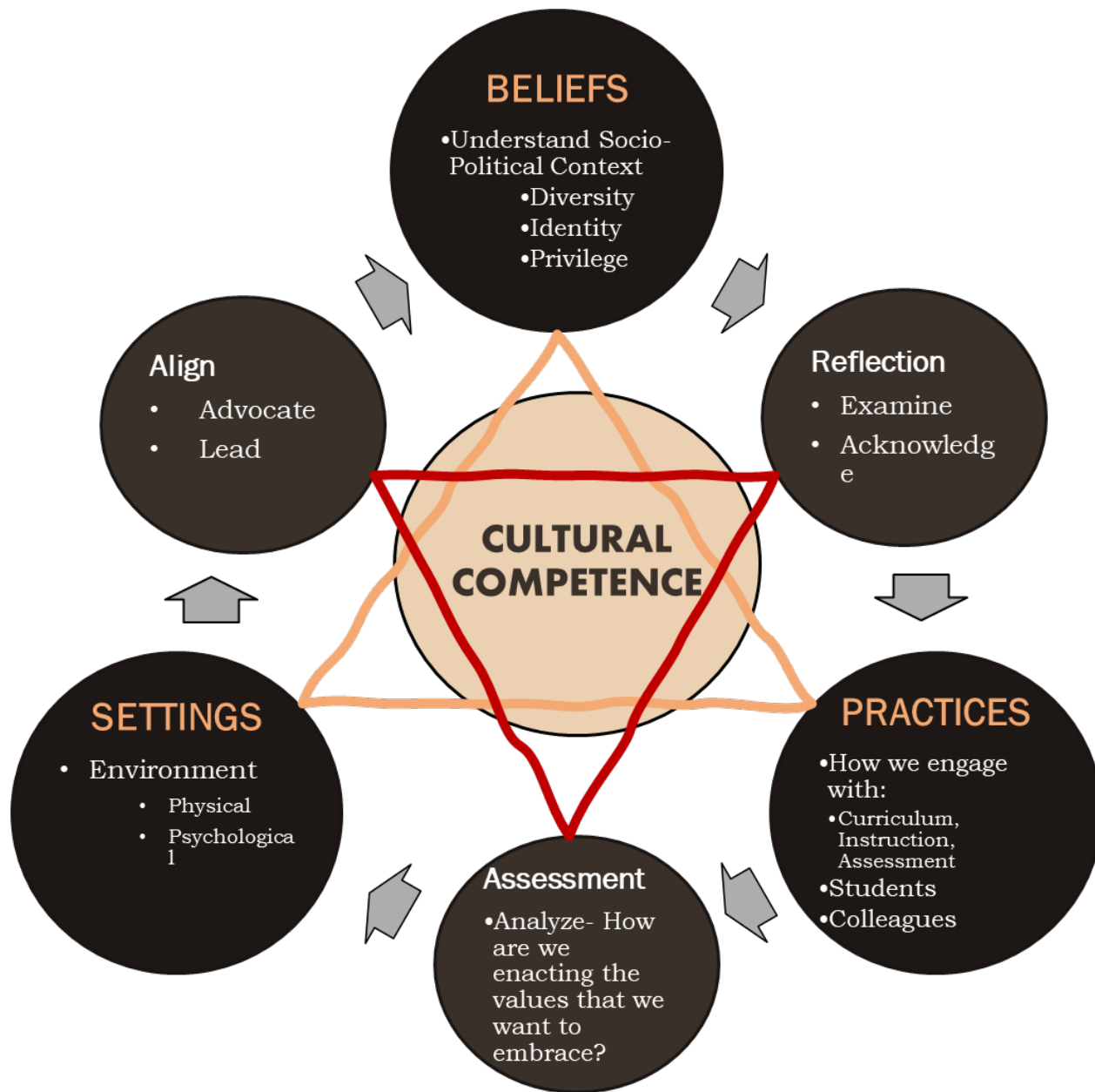# Building an Inclusive & Diverse Workplace

BRIGHTON BELIEVES

We are aware that discussing issues around social, historical, and economic power can be difficult, especially when it comes to confronting our own lived reality as we relate to others.

CONTENT NOTICE

CULTURAL COMPETENCE SKILLS & DISPOSITIONS

Cultural Competence in the Workplace Pre-Self Assessment Questionnaire

HTTPS://FORMS.OFFICE.COM/PAGES/RESPONSEPAGE.ASPX?ID=ZLM1_AGYPKELZTMRIV6BEYKGTC0OJQD0OKCGJO6ZP1JUNTJAQVNAVKQWSUZGT0PROTDUMEROMDLIQS4U

What do you think you know about identity, power, and privilege in the workplace?

Connect .
Extend .
Challenge .

- How is the video's information **connected** to what you know about identity, power, and privilege in the workplace?

- What new ideas or impressions **extended** your thinking in new directions?

- What is **challenging** about the information in the video?

Breakout Room Thinking Protocol

◦ Each person has a minute to share connections, extensions, and challenges.

◦ As a group, identify the patterns and similarities in the connections, extensions, and questions that emerged from the group sharing

◦ What are the key takeaways from the group discussion?
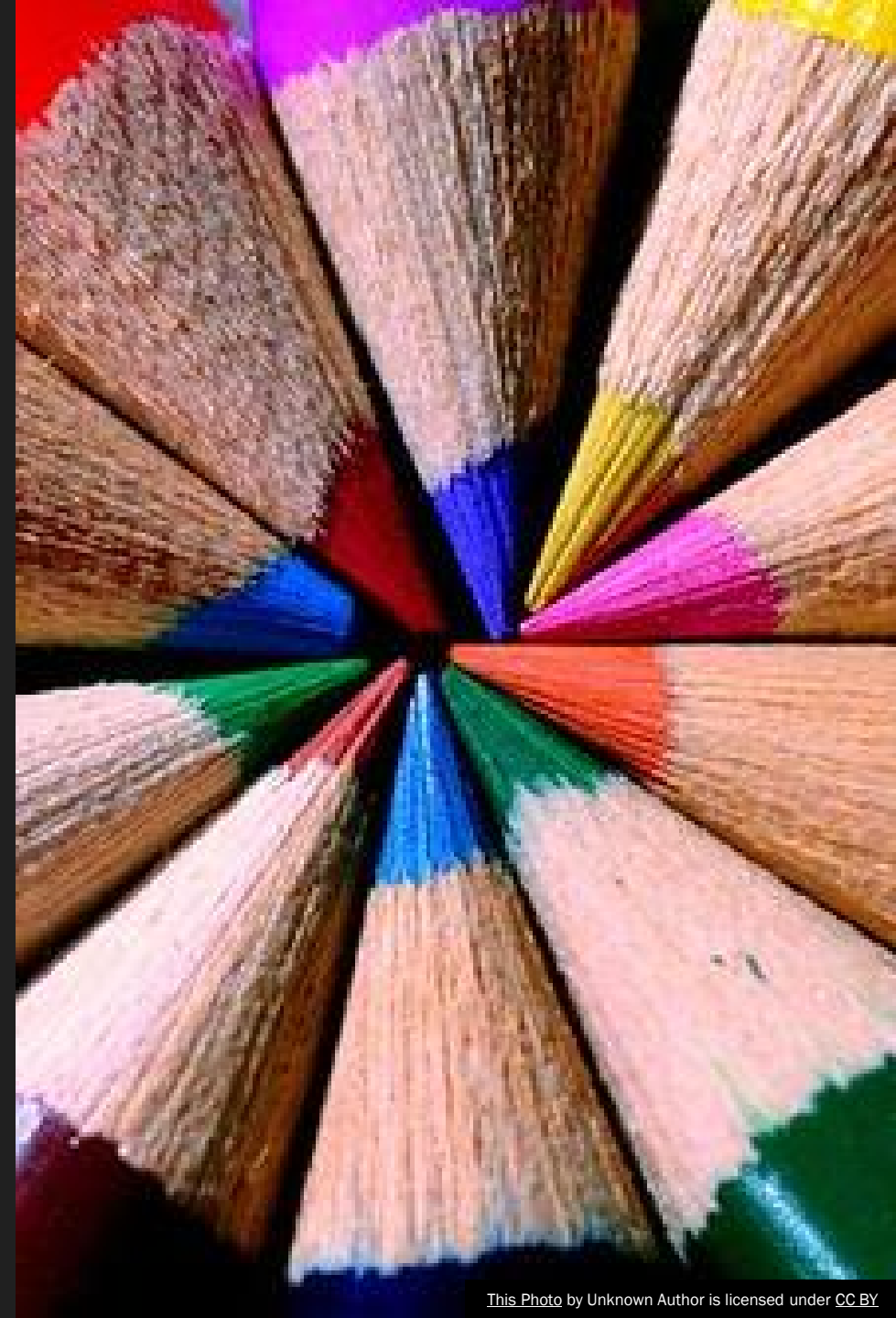
TAKEAWAYS

We often default to familiar interactions because they are easy to understand. As such, diversity training tends to focus on diversity as a challenge that has to be overcome, rather than an opportunity to create respectful and effective workplaces.

Every workday presents an opportunity to build connections. The goal of this course is to highlight our human experience of difference in order to explore how diversity is shared by everyone and how it can help us build more equitable workplaces.

Cultural Competency Defined

Cultural competency, as defined by Vernita Mayfield, is the ability to use critical-thinking skills to interpret how cultural values and beliefs influence conscious and unconscious behavior; the understanding of how inequity can be and has been perpetuated through socialized behaviors; and the knowledge and determined disposition to disrupt inequitable practices to achieve greater personal and professional success for yourself and others (Clark, Zygmunt, & Howard, 2016; Gay, 2010; Howard, 2010).

The term *cultural competence*, different from *antiracist education,* embodies the comprehensive nature of culture, which is inclusive of the multiple identities one assumes or nurtures. The culture of an individual is complex in terms of what people learn or reject within their environment, including factors such as implicit bias, racism, privilege, and identity.

The term *competence* suggests that you are endeavoring to become fluent in a set of practices or skills that advance your professionality. We are all competent in something. We can be competent in understanding cultural influences and challenging ones that are socially unjust.

by Vernita Mayfield

Culturally competent professionals acknowledge and continually examine the influence of culture, race, power, and privilege and how that influence manifests itself in their personal and professional decisions.

VERNITA MAYFIELD