

WORKBOOK

USE YOUR DIFFERENCE TO MAKE A DIFFERENCE

with Tayo Rockson

How to Get the Most Out of This Workbook

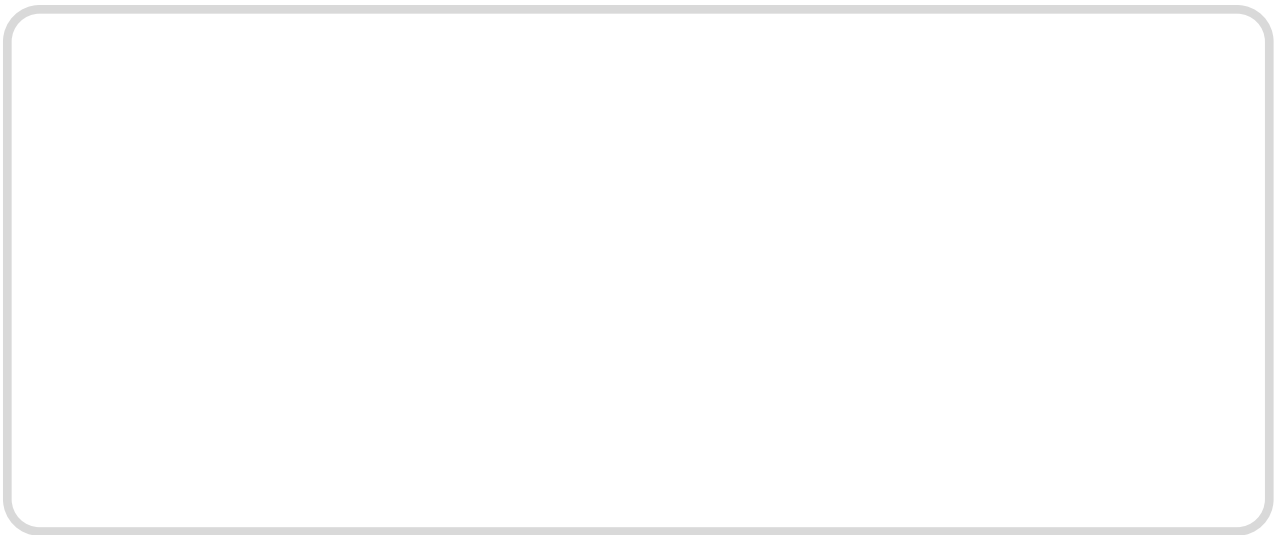
- Set aside private time after the presentation to complete the activities.
- Think of how you can quickly implement the strategies revealed in this session to increase your cultural competence.
- Come vulnerable and with an open mind.

Let's Get Started!

Cultural Competency

Cultural competence is the ability to understand, communicate with and effectively interact with people across cultures. Cultural competence encompasses being aware of one's own worldview and developing positive attitudes towards cultural differences.

My cultural competency goals are:



What to expect:

Educate.

Don't perpetuate. Instead,

Communicate.

EDUCATE

Purpose

The “educate” section is the foundational piece of the framework and is needed if you want to master connection to yourself and your environment. By the time you’re done with this section, you should be able to:

- Identify your biases
- Identify your triggers
- Identify your values
- Be more observant of your surroundings

True education to me involves a few things - IQ, EQ & CQ or Intelligence Quotient, Emotional Intelligence, and Cultural Intelligence. Reason being that this allows us to get a better sense of who we truly are, how others see us, how we fit into the world around us, and the implications of our actions. Essentially, what we are after here is education of ourselves and education of our environments.

These are the ingredients needed for you to be more self aware and aware of what's going on around you.

EDUCATE

EDUCATION OF SELF

The Power of Three

Biases can be conscious and unconscious. They are formed as a result of programming and the socialization of the culture around us. Our brains automatically categorizes, evaluates and compares things based on the information it receives. So this begs the question, how can we objectively monitor our programming?

The answer? By reflecting on our experiences To better understand your experiences, ask yourself the following questions. I call this the power of three:

Who are your three best friends?

What are their ethnic backgrounds?

What do they believe in?

What do you bond over or argue about?

What are their orientations, religion, genders, etc.?

Any other information you can think of?

EDUCATE

EDUCATION OF SELF

The Power of Three (cont'd)

Where are the last three places you've lived in?

What are the characteristics of those places?

Suburb, rural, metropolitan? Describe the socioeconomic makeup of those places.

Who are the last three people you've been in relationships with?

What are their ethnic backgrounds?

What do they believe in?

What do you bond over or argue about?

What are their orientations, religion, genders, etc.?

Any other information you can think of?

EDUCATE

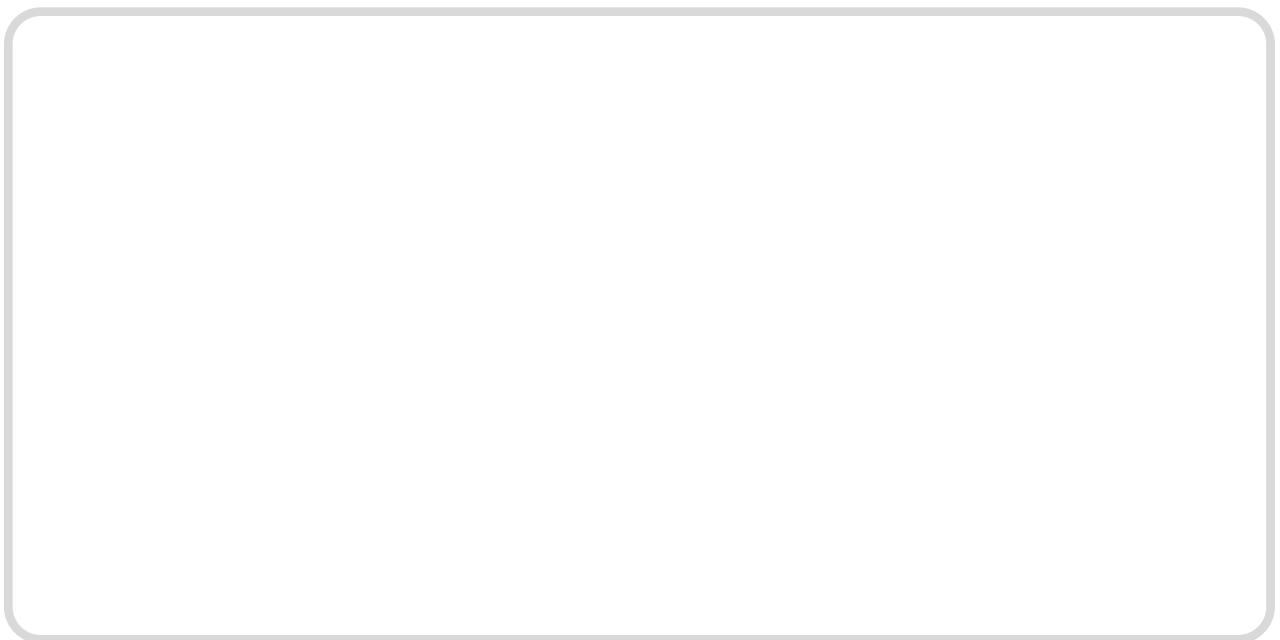
EDUCATION OF SELF

Identify Your Prejudices

Typically we hold prejudices for four reasons — story, fear, security or avoidance.

- Story — based on religion, education or philosophy that has been passed on from your sphere of influence.
- Fear — based on a bad experience you or someone in your sphere of influence experienced.
- Security — a way for you to feel safe and better about yourself.
- Avoidance — a way to dodge difficult situations with groups you don't understand or groups that make you feel uncomfortable.

Name the stereotypes you believe (positive and negative) and list out the reasons you feel like you have them. There's no shame in revealing all of these. As stated before, this is what makes us human. Just be honest with yourself.



EDUCATE

EDUCATION OF SELF

Keep a Bias Journal

This journal will be used to focus your attention on your biases and triggers as well as record your progress or lack thereof. Create two sections in your journal. One titled “Emotional Triggers” and the other titled “Biases”.

Emotional Triggers

In this section, reflect on moments you have been triggered in the past and record the following:

How does your body react when your emotions go off?

What is it telling you and what is it reacting to?

Who or what triggered the emotion?

What needs of yours weren't being met at that moment?

Documenting this will allow you to understand your tendencies, body language and tone when you're mad, happy, nervous, etc.

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Keep a Bias Journal (cont'd)

Biases

Under the Bias section, answer these prompts:

Write out any generalizations that you notice yourself making.

How many times you put yourself in a position where you were the minority in a group?

Document why you make the decisions you make or come to the conclusions you come to on a daily basis. Also be on the lookout for when your biases flare up the most.

Typically, your biases come into play:

- When we are under stress
- When we are under time constraints
- When we are multitasking
- When there's a lack of information
- When we are tired.

Please take this exercise very seriously because the best way to deautomatize your biases is to first acknowledge them, then put yourself in a position where you actually experience the discomfort of understanding what you don't understand. These questions allow you to challenge your biases, correct them, and get used to equally as good alternatives. We can't overcome anything if we are not aware of them.

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My Core Values Statement

Your personal core values determine who you are. In fact we get into trouble as institutions and individuals when we stray away from our core values. More often than not, the more you live by your values, the more of a connector you will become. My goal with this exercise is to get you to move out of being conditioned and to transition into intentionally living out your values daily. With that being said, choose the 5 core values you will choose to live by and how you will do so.

I value _____ because:
core value #1

Accordingly, I will:

I value _____ because:
core value #2

Accordingly, I will:

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EDUCATION OF SELF

My Core Values Statement

I value _____ because:
core value #3

Accordingly, I will:

I value _____ because:
core value #4

Accordingly, I will:

I value _____ because:
core value #5

Accordingly, I will:

EDUCATE

EDUCATION OF ENVIRONMENT

Now that you've done the hard work of understanding yourself, your thoughts, and why you think the way you do, it's time to educate yourself on the environments around you.

It's easy to lose sight of the effect our behavior has on others, yet seeing our behavior through others' eyes is a critical part of becoming more self-aware. How do you do that? By:

- Learning how to collect and gather information
- Becoming an active listener, and
- Being an active part of your community

Finding Your Inner Sherlock

Take a look at the groups of people and cultures you're uncomfortable around and pay attention to what makes you uncomfortable. Pay attention to what makes them smile, frown, and flock together. Make a note of these things and then put them aside. Read up on the history, culture and current events surrounding the cultures you're investigating.

As you start to do this, you'll begin the process of humanizing the people you feel uncomfortable around.

EDUCATE

EDUCATION OF ENVIRONMENT

Weekly Action Steps

Week 1: Do one action within the week to learn more about the type of person you have a bias towards (read an article, book, blog, podcast etc.). Write about it here:

Week 2: Commit to learning more about someone in that group, either at work, in a professional network, or a social setting. Pay attention to your body language and communication going into the interaction, during the conversation, and after. Write about it here:

Weeks 3 & 4: Try to meet someone new to interact with. Journal about the interaction and document your changes if any.

Repeat these steps until this becomes a habit.

EDUCATE

EDUCATION OF ENVIRONMENT

Active Listening

Active listening involves:

- Listening to learn
- Listening to evaluate, and
- Listening to understand

How will you become a better active listener?

Who do you need to be more of an active listener to?

How will you be more active in your environment?

EDUCATE

MY CULTURAL COMPETENCY STATEMENT

To ... (what you want to achieve, do or become) ... so that ... (reasons why it is important). I will do this by ... (specific behaviors or actions you can use to get there).

To _____,

so that

I will do this by _____

The goal is to learn, unlearn and relearn.

DON'T PERPETUATE

Purpose

The “Don’t Perpetuate” section is focused on helping you figure out how to navigate the systemic barriers to connection. We will be diving into these five concepts:

Identity

Privilege

Power Dynamics

Equality

Equity

An understanding of these five concepts will help paint the picture of how and why these dangerous systems are perpetuated.

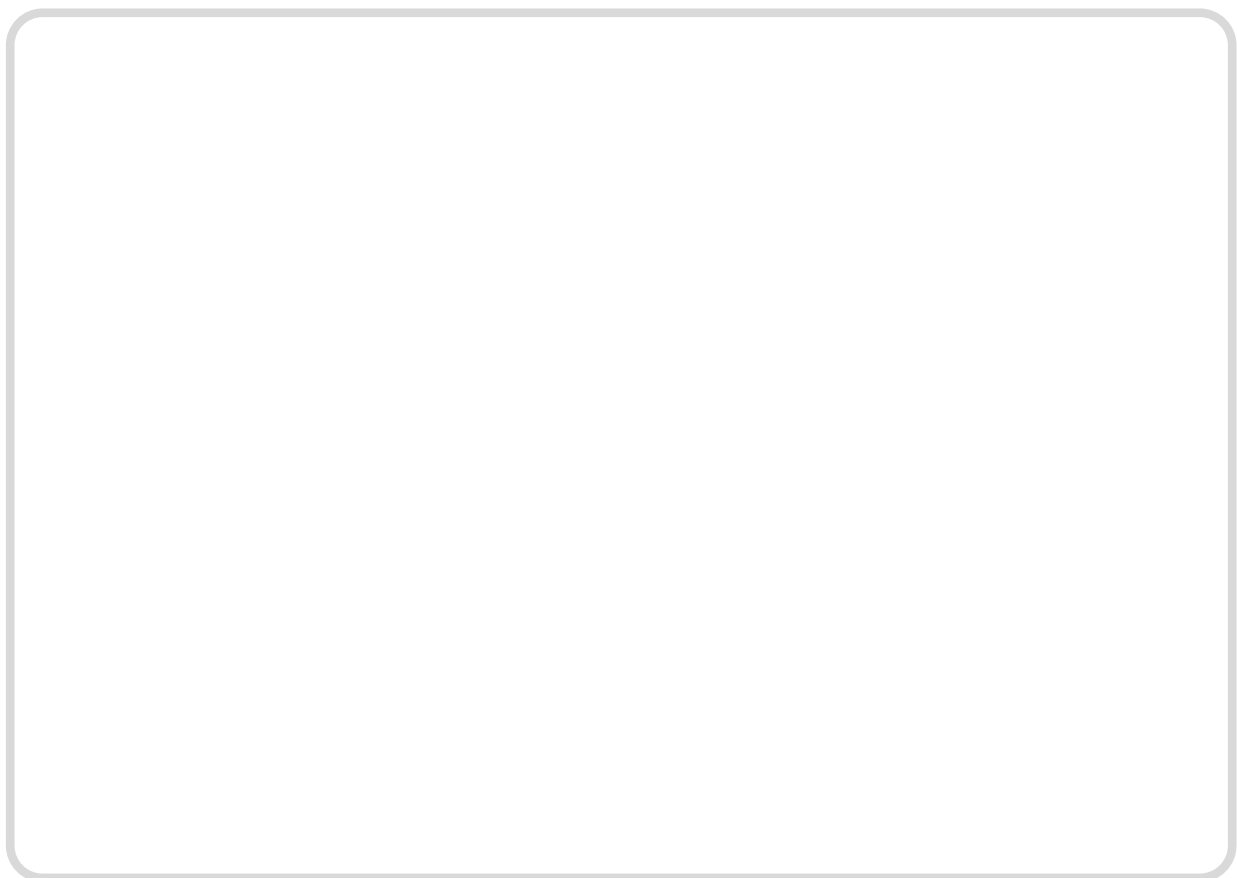
DON'T PERPETUATE

IDENTITY

Identity is largely concerned with these two questions: “Who am I?” and “What does it mean to be who I am?”

The problem persists when institutions think of identities as one-dimensional, as opposed to the intersectional characteristic they have. Identities are intersectional because they include race, gender, religion/spirituality, socioeconomic status, ethnicity, sexual orientation, and other dimensions that describe groups of people. We all have multiple identities.

What are your multiple identities?

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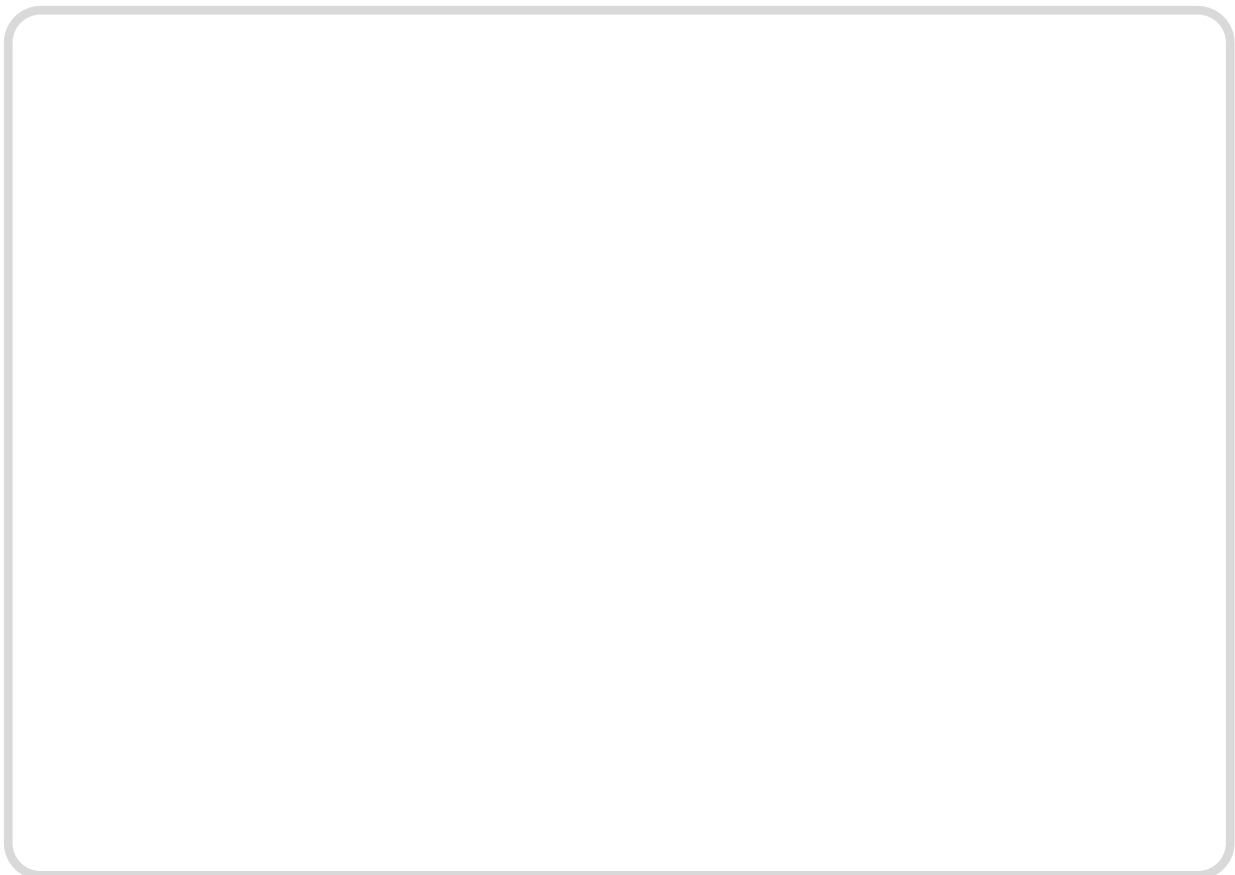
DON'T PERPETUATE

PRIVILEGE

Privilege is a special right, advantage, or immunity granted or available only to a particular person or group of people.

Your privilege can be your super power if you use it to break down the cycles of oppression that exist today, and become an ally. If you recognize your privilege and act on the influence it has, you can create a more connected world. The reason is that your group is treated as the standard while other groups are compared to yours.

What are your privileges and how does it impact the power dynamics in your environment?

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DON'T PERPETUATE

EQUALITY & EQUITY

Equality means treating everyone the same way, and equity means giving everyone what they need to be successful. There's a misconception that treating everyone the same is fair, but that's not true. Equal treatment can actually remove identity and differences in some instances because it assumes that everyone starts from the same place.

What ways can you provide more equity in your workplace?

In what ways will you fight disinformation?

COMMUNICATE

Purpose

The “Communicate” section is aimed at giving you the tools to connect with people that have different values from you.

After you educate yourself on who you are, your environment and make a commitment to refuse to contribute to the negative perpetuations that exist around us, it's time to communicate. Communicating involves elements of educating and not perpetuating. As you commit to communicate, you will find yourself at an interesting junction. You'll find yourself seeing things from a more nuanced point of view as opposed to binary systems.

How will you find common values in your environments (workplace, school, at home)?

What ways will you open dialogue during times of conflict?

How will you create safe environments for those around you?

How could you have handled situations with people you have had problems with in the past before?

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