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## | Diversity vs. Inclusion

Diversity	+	Intercultural Competence	=	Inclusion
<ul style="list-style-type: none"> <li>◆ The WHO: The mix of differences</li> <li>◆ Focus on "impact" of differences</li> <li>◆ Measured by demographic analysis</li> </ul>				<ul style="list-style-type: none"> <li>◆ The WHAT: The "mix" feeling valued and engaged</li> <li>◆ Focus on the experience</li> <li>◆ Measured by outcomes</li> </ul>

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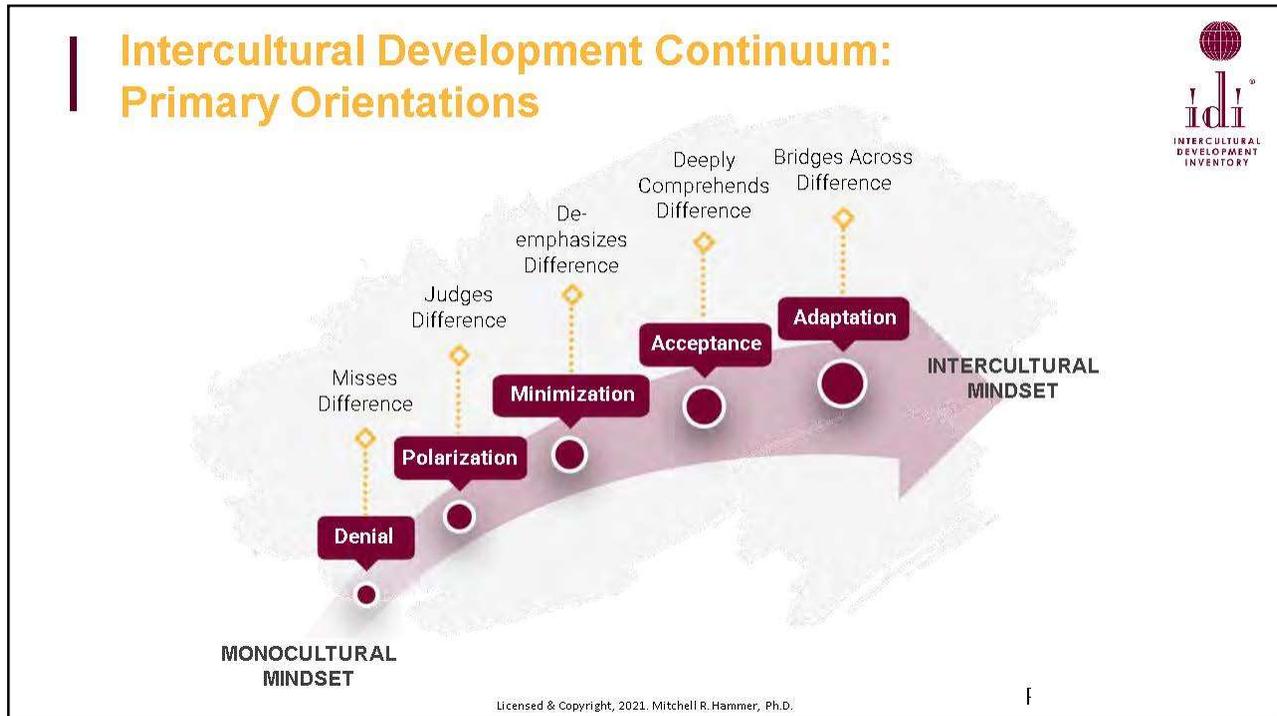
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## | Intercultural Competence

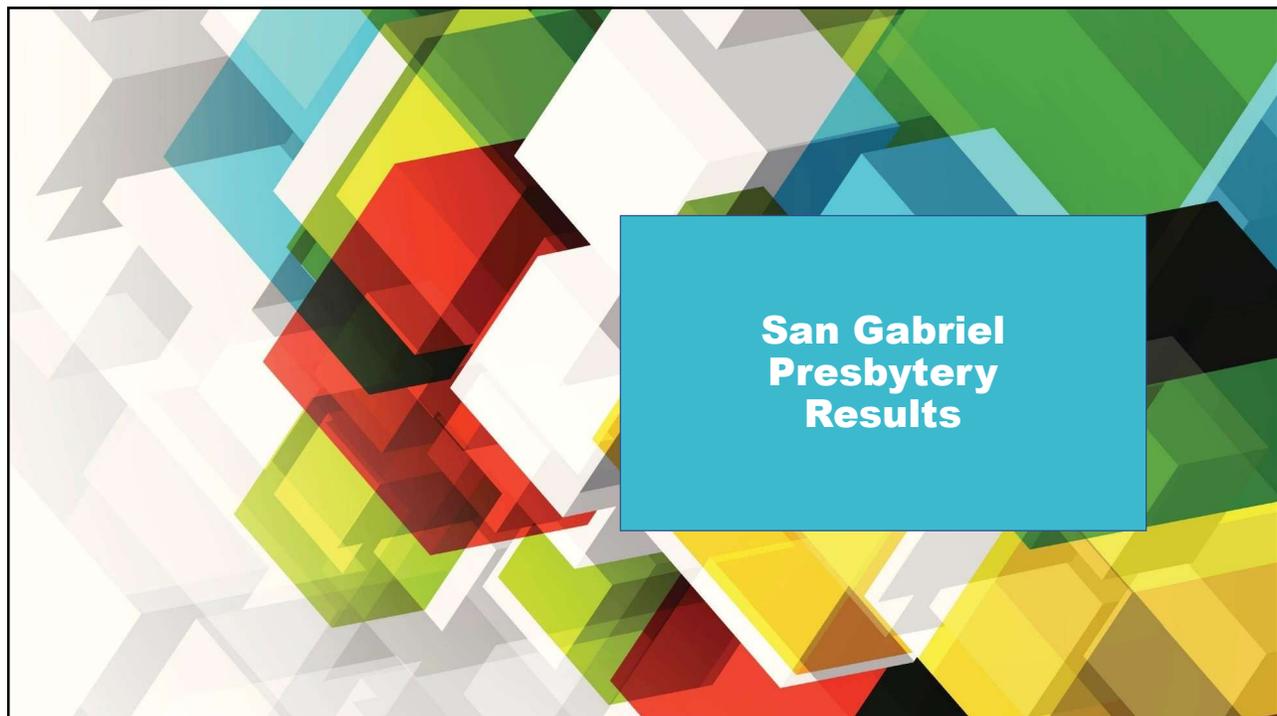
Diversity	+	Intercultural Competence	=	Inclusion
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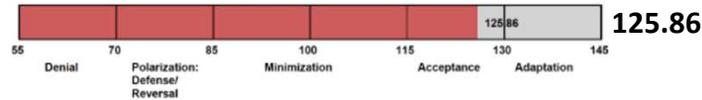
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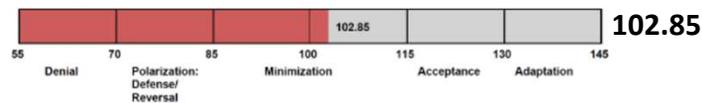
## IDI Group Profile

### Perceived Orientation (PO)



The group's Perceived Orientation Score indicates that the group rates its own capability in understanding and appropriately adapting to cultural differences within Acceptance, reflecting an orientation that recognizes and appreciates patterns of cultural difference in one's own and other cultures in values, perceptions and behaviors.

### Developmental Orientation (DO)



The IDI's Developmental Orientation Score indicates that the group's primary orientation toward cultural differences is within Minimization, reflecting a tendency to highlight commonalities across cultures that can mask important cultural differences in values, perceptions and behaviors.

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## Characteristics of Minimization

May be used as a coping strategy by non-dominant culture members

Does not view differences as a threat to one's own cultural practices

Seeks to avoid stereotyping and biased behavior by treating each person as an individual

Tends to assume people from other cultures are basically "like us" and applies one's own cultural views to other cultures in ways that minimize the importance of cultural differences

### Minimization Orientation

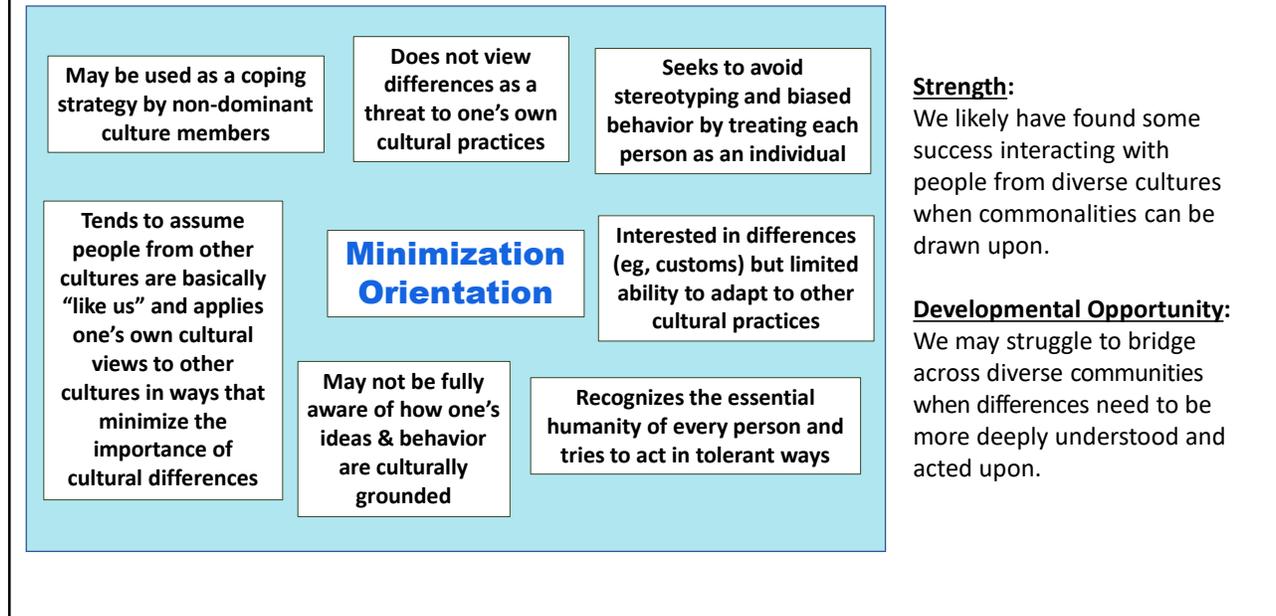
Interested in differences (eg, customs) but limited ability to adapt to other cultural practices

May not be fully aware of how one's ideas & behavior are culturally grounded

Recognizes the essential humanity of every person and tries to act in tolerant ways

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## Characteristics of Minimization



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## Characteristics of Minimization

### Some additional characteristics:

- May recognize cultural commonalities and differences, but may not fully attend to the differences
- Overestimates own competence around cultural differences and diversity issues; views tolerance as sufficient; overemphasizes commonalities and underemphasizes differences
- If from a dominant culture group, may lack deeper cultural self awareness
- If from a nondominant group, may use Minimization as a strategy to accommodate to dominant cultural values and practices

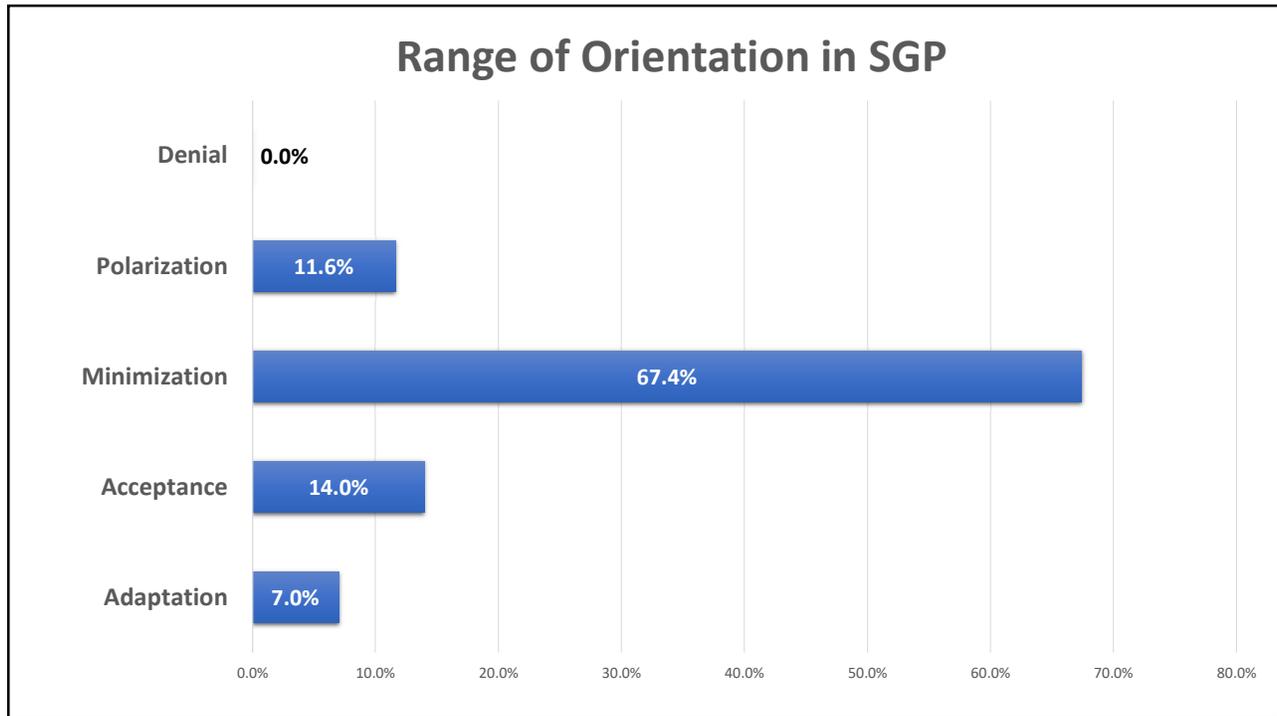
### Exercise of Power (dominant culture form):

- Accepts, with little discomfort, institutional privilege
- Tends to disavow power, yet unconsciously imposes own cultural norms

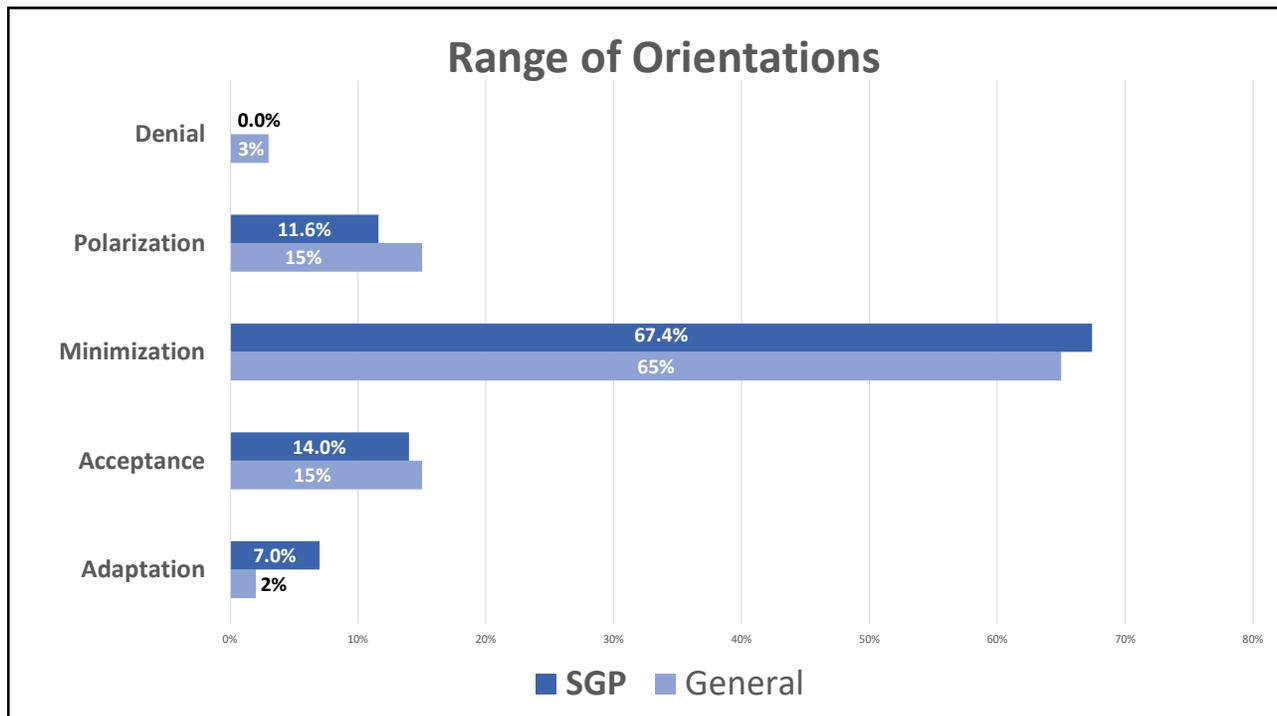
### Organizational Implications as Universalistic:

- Overestimates cross-cultural competence to global and domestic diversity issues
- Tolerance and "color-blind" policies may lead to poor recruitment and retention of diverse resources
- Over-emphasis on corporate culture creates strong pressure to conform
- Lacks deeper appreciation of diversity as a resource

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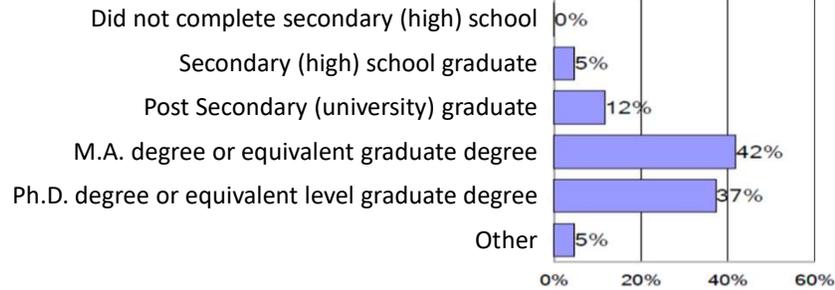
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## Demographics

1. Education level (completed):



2. Total number of respondents: 43

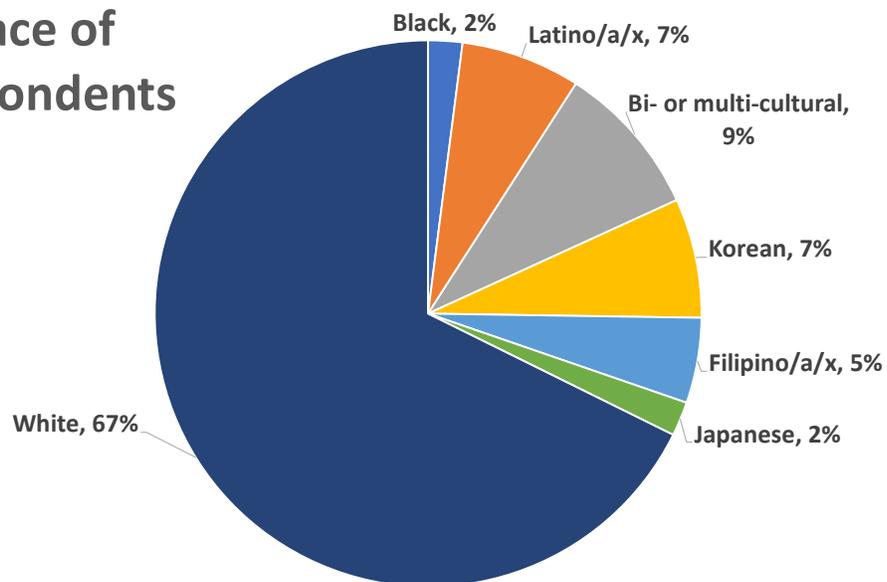
3. Fairly even distribution of roles in presbytery

4. 19% Immigrant; 9% 2<sup>nd</sup> Generation; 63% US for many generations

5. 56% Female; 44% Male

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## Race of Respondents



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## Suggested Next Steps

- ❑ Increase and diversify sample, so that it more closely reflects the whole Presbytery
- ❑ Increase our cultural self-awareness by deepening our understanding of our individual values and practices, and how we are influenced by the values and practices of the Presbyterian Church.
  - ❖ *Idea: Develop a Presbytery-wide picture of what we value as Presbyterians, with which we can compare our personal values*
- ❑ Increase our awareness of other cultures by deepening our understanding of diverse values and practices.
  - ❖ *Idea: Groups for study/action, or facilitated dialogue across cultures*
  - ❖ *Idea: Faith and film series led by members of our Presbytery from different cultural groups*

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## Breakout Group Conversation

May be used as a coping strategy by non-dominant culture members

Tends to assume people from other cultures are basically "like us" and applies one's own cultural views to other cultures in ways that minimize the importance of cultural differences

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### Minimization Orientation

May not be fully aware of how one's ideas & behavior are culturally grounded

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Recognizes the essential humanity of every person and tries to act in tolerant ways

### Strength:

We likely have found some success interacting with people from diverse cultures when commonalities can be drawn upon.

### Developmental Opportunity:

We may struggle to bridge across diverse communities when differences need to be more deeply understood and acted upon.

**How do you see some of these characteristics playing out in our Presbytery life: in our interactions with each other, with the community, and in how we do our work?**

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