

LEARNS

Growing Culturally Welcoming and Validating Programs Session 3: Training Staff and Volunteers

LEARNS Webinar

Tuesday, September 30, 2008

11:00 a.m. Pacific (2:00 p.m. Eastern)

To connect to the audio portion of this Webinar:

1. Dial 1-866-330-1200 (toll free)
2. Enter the pass code 899-5060, then press the “#” key

Corporation for
NATIONAL &
COMMUNITY
SERVICE 



LEARNS

Hello from Seattle, WA and Portland, OR!



Ginlin Woo



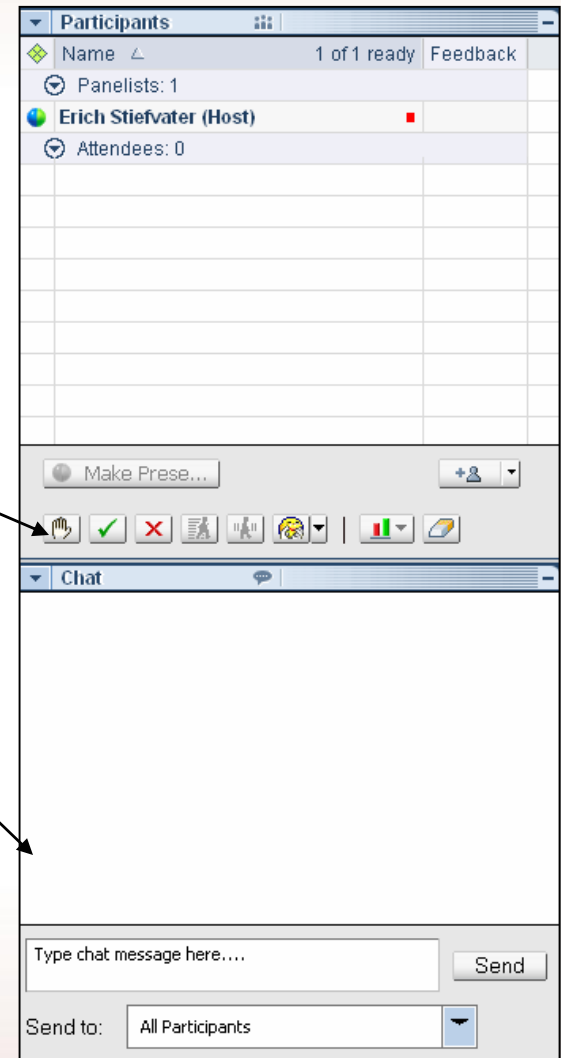
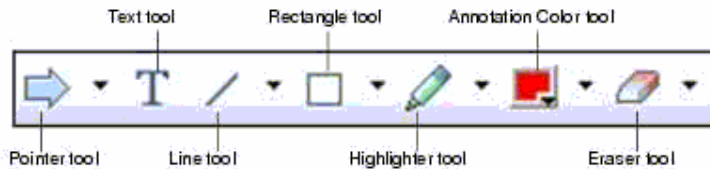
Erich Stiefvater

Corporation for
NATIONAL &
COMMUNITY
SERVICE 



Housekeeping

- Phone etiquette
- Ask questions by:
 - “Raising hand”
 - Sending chat to host
- Annotation tools



Series Roadmap

- Session 1 (September 10): Laying the Foundation
- Session 2 (September 23): Assessing the Climate and Soil
- Session 3 (Today): Training Staff and Volunteers

Today's Goals

- Discuss **foundational concepts** and practices staff and volunteers should know
- Review **strategies and resources** for training staff and volunteers on cultural inclusion
- Others?

Discussion

What have been some lessons learned as you have worked to train volunteers and staff on cultural diversity and inclusion?

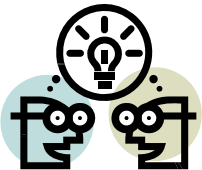
Agenda



Seeding a Framework and Philosophy



Strategies for Training



Stimulating Awareness

Seeding a Framework and Philosophy



Core Concepts

- The important role of culture to identity and self-esteem
- Contexts that put the self-esteem of youth at risk
- Different ways to culturally validate youth
- Cultural ally-ship and competency requires ongoing commitment



Ways to Culturally Validate Youth

1. Provide participants opportunities to **experience pride by getting to witness members from their own communities making important contributions to community life**
2. Provide participants of diverse backgrounds opportunities to both hear and see members from their **own communities involved in the key activities of the program**
3. Involve **valued resources and 'authentic voices' from diverse cultural groups** to help anchor the program and/or curriculum
4. Coach students to **understand the broad diversity** that lives within any cultural group
5. Commit to **going beyond 'heroes' and 'holidays'** in the sharing of cultural experiences



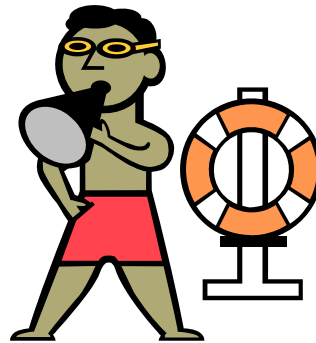
Ways to Culturally Validate Youth

(Continued)

6. Utilize the **languages of the different cultural groups** in the everyday programming
7. Demonstrate **respect for objects, issues, sites, individuals, history, rituals, practices, protocol, etc.** that are important to different cultural groups.
8. Facilitate opportunities for participants to grow in their depth of understanding and **appreciation of different communities via service-learning and community involvement**
9. Nurture **participant knowledge and regard for the resiliency** of each cultural group



Strategies for Training



- In this section:
 - Using Ground Rules to maintain a safe and respectful environment
 - Screening resources for bias
 - Modeling respect for cultural diversity

'Ground Rule' Lessons

- What they have to do with a respectful, safe environment
- How to develop, adopt, maintain and grow them
- What is a 'good set' of ground rules
- Coaching groups on how to use ground rules to help manage group interactions
- Fun ways to teach the ground rules



'Screening for Bias' Lessons

- The importance of having as bias-free an environment as possible
- The ways words, stereotypic images, misinformation, and significant omissions disrespect a cultural group
- How to review print materials and other resources for bias
- How to coach young people to think critically

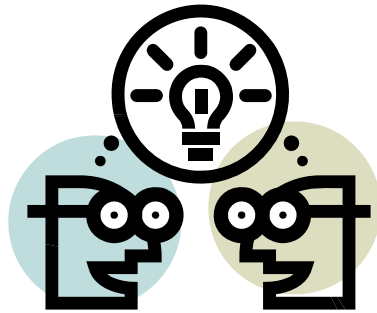


'Modeling' Lessons

- How staff and volunteers show respect for each other matters
- What staff and volunteers do and say speaks volumes
- Children, youth and the community will learn how to validate each other from the modeling of the adults around them



Stimulating Awareness



Stimulating Awareness



- Grab existing program opportunities, e.g., lunch, staff meetings, etc.
- Recruit everyone to share in the facilitation
- Encourage team to enjoy the times of cultural sharing and awareness growing
- Reward and recognize initiative and creativity



Sample Strategies (in packet)

- Dialogue Principles
- Sharing Our Names
- Cross-Cultural Respect
- Personal Lens
- Ally Relationships
- Community Entry
- Does Language Matter?



Questions/Comments?



Thank You!

It wouldn't have been the same without you!

Mahalo

Domo Arrigato

Merci

¡Gracias!

Danke



Selected Resources

LEARNS

(800) 361-7890

<http://nationalserviceresources.org/learns/learns>

National Service Inclusion Project

<http://www.serviceandinclusion.org/>

Resource Center

<http://nationalserviceresources.org>

Multicultural Pavilion

<http://www.edchange.org/multicultural>

American Indians in Children's Literature

<http://americanindiansinchildrensliterature.blogspot.com/>

Beyond Heroes and Holidays by Enid Lee, et al., editors

Contact Us

LEARNS

(800) 361-7890

learns@nwrel.org