

AGENDA

Diversity Made Simple: Positive & Shame-Free Strategies for Reducing Cultural Offenses & Repairing Cross-Cultural Relationships

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Note: All Times are Pacific Time

9:00-9:10 Welcome and Introduction

9:10- 10:30 **The Relevance of Cultural Competency**

Why do you need cultural competence in the workplace? In module one, we will explore the disadvantages of cultural ignorance to your current professional effectiveness as well as the benefits of increased cultural competence.

- The personal and professional benefits of increasing cultural competence
- Various ways in which cultural competence progresses

10:30-10:40 Morning Break

10:40- 12:10 **Practical Definitions of Diversity & Competence**

Many clients feel oppressed or misunderstood, avoid counseling, or leave counseling early due to cultural misunderstandings. This module provides practical understanding of diversity and competence in a way that can transform workplace conversations and practice.

- A practical and attainable definition of multicultural competence
- A broad and inclusive definition of diversity
- Exposing common diversity myths
- Various forms of healthy acculturation
- Cultural Self-Assessment
- Commonly misunderstood diversity vocabulary
- Varying views of racism, reverse racism, and ethnocentrism
- Identifying microaggressions in everyday life
- White Privilege & Removing the Shame of White Guilt

12:10-12:50 Lunch Break

12:50- 2:20 **Practical Strategies for Reducing Offenses and Repairing Relationships**

As society's rules change regularly, avoiding offenses completely is virtually impossible. However, this module provides practical strategies for significantly reducing cultural offenses, as well as for repairing personal and professional relationships when offenses do occur.

- Reducing Offenses: A person-centered approach to cultural competence
- Repairing Offenses: Addressing microaggressions when they occur in the workplace
- The benefits and risks of professional self-disclosure and referrals
- Strategies for growing in knowledge of cultural experiences from a variety of sources
- Identifying your role in social justice in your community

2:20-2:30 Afternoon Break

2:30-4:00 **Common Cultural Experiences & Misunderstandings**

This module provides an opportunity to apply the previously discussed strategies through the exploration of common misunderstandings based on various cultural groups.

- Common ethnic group characteristics
- Multiethnic families and other diverse family constellations
- Age, Gender, sexual identity, and sexual orientation
- Varying physical and mental abilities, language and interpreters
- Religion: Strategies for providing competent services when faith beliefs differ