

HENNEPIN TECHNICAL COLLEGE – ATTACHMENT 1 OF 2 FOR AFFIRM. ACTION REPORT

**EQUITY LEADERSHIP INSTITUTE
YMCA EQUITY AND INNOVATION CENTER**

TIMELINE AND LEARNING SESSION DESCRIPTIONS

Sessions	Objective	Learning Session	Expected Outcomes
Session I January 2021	IDI Series	IDI online Assessment and 1:1 conversation	Self-awareness Identification of acting worldview

Session I: Intercultural Development Inventory (IDI) Series

- Contextual framing and introductory communication about the process
- Completion of the IDI for each person (less than 30 minutes)
- A 45-60-minute one-on-one feedback conversation with certified IDI consultants.
- Experiential learning session that engages participants in a deeper understanding of the IDI

Session II January 25 8:30-10am January 28 2-3:30pm via Zoom	Cultural Competence Modules	Intercultural Leadership Training (IDI) (1.5/hrs)	Increase awareness of cultural competence
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Session II: The Intercultural Leadership Training (IDI)

The Intercultural Leadership Training (IDI) is the premier cross-cultural assessment of intercultural competence that is used by thousands of individuals and organizations to build intercultural competence to achieve international and domestic diversity and inclusion goals and outcomes. IDI research in organizations and educational institutions confirms two central findings when using it:

- Inter-culturally competent behavior occurs at a level supported by the individual’s or group’s underlying orientation as assessed by the IDI.
- Training and leadership development efforts at building intercultural competence are more successful when they are based on the individual’s or group’s underlying developmental orientation as assessed by the IDI.

The first part of this session addresses the definition of and need for cultural competence, demographic shifts, and the role of worldview and mental models in order to deliver effective education. Participants learn about the Developmental Model of Intercultural Sensitivity (DMIS) continuum and the five orientations of Denial, Polarization, Minimization, Acceptance and Adaptation that are assessed through the Intercultural Development Inventory (IDI). The session goes on to explain how to understand the IDI results and various terms, concluding with an interactive exercise and case study in order to help understand the various orientations. This session precedes the one-on-one conversation with participants to review their IDI results. In addition to understanding the group and individual results, participants will be engaged in a process for developing their individual intercultural development plan (IDP).

Session III February 22 8:30-10am February 25 2-3:30pm via Zoom	Cultural Competence Modules	The Hidden Brain and Unconscious Bias (1.5/hrs)	Identification of cultural competent behaviors
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Session III: The Hidden Brain and Unconscious Bias

Everyone has unconscious or implicit biases. It would be impossible for us to navigate our world without using frameworks, assumptions and mental models. As we seek to have greater equity, we need to understand our hidden and unconscious biases. Only by uncovering what is hiding in our brains can we move to thoughts and behaviors that lead to greater equity and inclusion. Participants learn about how the brain functions

during times of uncertainty, the conditions that tend to bring out biases, and, discuss the implications for your educational setting.

Session IV March 22 8:30-10am March 25 2-3:30pm via Zoom	Cultural Competence Modules	Bridging Cultural Differences (1.5/hrs) Part I	Execution of cultural competence capabilities within the workforce.
Session V April 26 8:30-10am April 29 2-3:30pm via Zoom	Cultural Competence Modules	Bridging Cultural Difference (1.5/hrs) Part II	Execution of cultural competence capabilities within the workforce.

Sessions IV & V: Bridging Cultural Differences

The objectives for Bridging Cultural Differences are to:

- Develop a deeper self-awareness of personal dimensions of diversity and what influences those dimensions in your spheres of influence.
- Recognize other dimensions of diversity and explore how they influence your perception of the world and how the world sees you.
- Understand the impact of dimensions of diversity in relationship building
- the role of empathy
- the role of conversation
- Create an awareness about cultural uniqueness and how to respond when faced with differences that transcend your norms.
- Recognize opportunities for inclusiveness in your spheres of influence.

Part one of the session will be spent understanding the changing demographics in Minnesota, exploring our own uniqueness and what shapes and influences our personal worldview; sharing how our own dimensions of diversity influences how we show up. We will also explore micro-aggressions and the impact on our lens of bias.

Part Two of the session will take a deeper dive into culture – what is culture, what creates culture, and what is the impact of culture. Using research from Geert Hofstede and Erin Myers, we will look at Power Distance Index, individualism vs collectivism, communicating, evaluating and feedback, trusting, and scheduling. We will spend time in small groups processing scenarios and identifying ways to engage differently.

Session VI May 17 8:30-10am via Zoom	Equity Innovation Experience	Equity Innovation Experience (1.5/hrs)	Engaging in diversity, equity and global realities
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Session VI: Equity Innovation Experience (NOTE: This will be via Zoom, not in-person Downtown)

This is a unique learning component developed in partnership with the Science Museum of Minnesota and housed in our Downtown Dayton YMCA at Gaviidae. It is a multi-station experience that serves as a catalyst to engage the mind on equity, diversity, inclusion and global realities. A variety of learning styles will be utilized to provide opportunities for a personal transformation where participants will be able to see life from another's point of view around the topics of culture, history, and race. The facilitated debrief and reflection time is a critical component of this learning process.