

# Why Focus on Cultural Proficiency?

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*ALL MEANS ALL*

2019/2020 School Year

## Committee Members:

Trevor Shalon

Alison Nickel

Greg Chappelle

Hannah Lambert

Luke Luxford

Tyler Stephenson

Nicki Mollett

# Objectives:

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- We will understand the importance of cultural proficiency at Moore Middle School.
- We will know the differences between surface culture and deep culture.
- We will be able to create a goal to improve our practice in our classrooms.

# Introduction

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What does it mean to be culturally proficient?

# Cultural proficiency is .....

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“Cultural proficiency is a mind-set, a worldview, and the manner in which individuals and organizations make assumptions and interact effectively in culturally diverse environments.”

– R. Terrell & R. Lindsey, 2009

# The Cultural Iceberg

## Surface Culture

Food  
Flags Festivals  
Fashion Holidays Music  
Performances Dances Games  
Arts & Crafts Literature Language

## Deep Culture

**Communication Styles and Rules**  
facial expressions gestures eye contact  
personal space touching  
body language tone of voice  
handling and displaying of emotion  
conversational patterns in different social situations

**Notions of:**  
courtesy and manners  
friendship leadership  
cleanliness modesty beauty

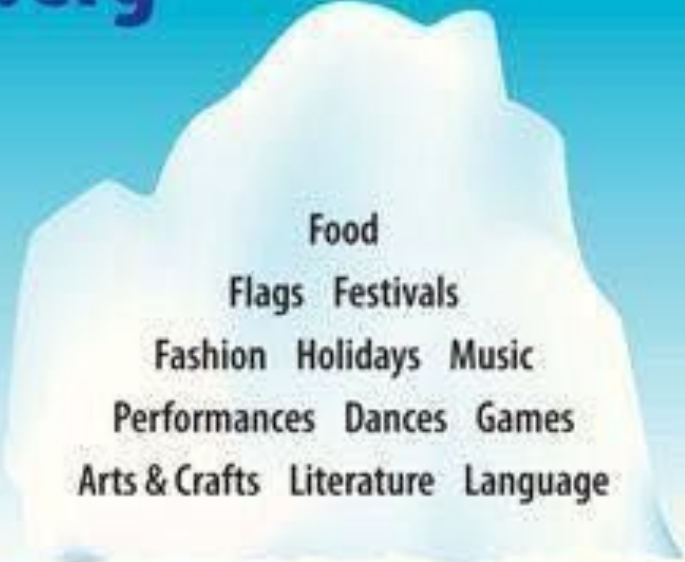
**Concepts of:**  
self time past and future  
fairness and justice  
roles related to age, sex, class, family, etc.

**Attitudes toward:**  
elders adolescents dependents  
rule expectations work authority  
cooperation vs. competition  
relationships with animals age sin death

**Approaches to:**  
religion courtship marriage raising children  
decision-making problem-solving

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# Iceberg Discussion

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- How have you interacted with this before as a teacher?
  - Was it difficult or uncomfortable?
  - Is it bad to be uncomfortable?
  - What would've you wished to have known or had more information on at the time?



# Reviewing The Iceberg: Key Points

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- People unconsciously make assumptions based on what they see
- When we explore below the waterline, we are able to breakdown assumptions
- Lowering the waterline builds trust, respect and effective relationships

# What is Culture?

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- Culture is the characteristics of a particular group of people, defined by everything from:
  - language
  - religion
  - cuisine
  - social habits,
  - music and arts.

# What is Culture?

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In the 21st century the culture of students, staff and the community is influenced by the many things including an individual's age, values, role models and so much more.

# What is Culture?

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Culture is a shared design for living.

“This is how we do things here.”  
Remember: ALL MEANS ALL

# — First Impressions – Pictures

- What are your first impressions of the following pictures?
- What cultural group would you place them in?



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**Answer the question for yourself:**

**My attitude towards \_\_\_\_\_ is .....**

For example: My attitude towards fairness is that people deserve consequences for their actions

Write your own on the index card that reflect your personal attitude from the deeper culture. (Below water on the iceberg).

# Answer the question for yourself: Example

**My attitude towards \_\_\_\_\_ is .....**

For example: My attitude towards fairness is that people deserve consequences for their actions

Write your own on the index card that reflect your personal attitude from the deeper culture. (Below water on the iceberg).

# Directions

Get into a group of 7-8 people and  
Select a Group Leader. Take your  
iceberg sheets with you.

# Directions

Turn over the sticky note and hand it to your leader. Leader shuffle the card so you don't know whose is whose.

# Directions

The leader must pick one sticky note randomly and try and decide who they believe it belongs to. If you guess correctly, keep the card and move the deck to the right. If you guess wrong, but the card back in the deck and move the deck to the right.



# Cultural Proficiency

Inside out process

It's who we are, more than what we do

24/7 approach to our personal and professional lives

It's a mindset for how we interact with all people

It's an approach for surfacing educators' assumptions and values that undermine the success of some student groups

It's a lens for examining how we include and honor the cultures and learning needs of all students in the educational process

# How are we reaching everyone?

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Who are we leaving out? Both students and staff?

Action Step: Set a goal for yourself to improve cultural proficiency. How do you plan to improve your practice using cultural proficiency this year?

My goal is to .....

## Y8ON

*Moore Middle School seeks to ignite a passion in learners to create their own stories and build relationships which empower them to be courageous, empathetic, resilient and creative.*