



A Grander Vision for the Heartland

## Grow Grand Island Committee Meeting

<b>Date * Time * Location:</b> Wednesday, September 2 <sup>nd</sup> at 3:30pm – City Library	<b>Recommendation Number and Name:</b> 5.16 – Enhance Cultural Engagement & Understanding
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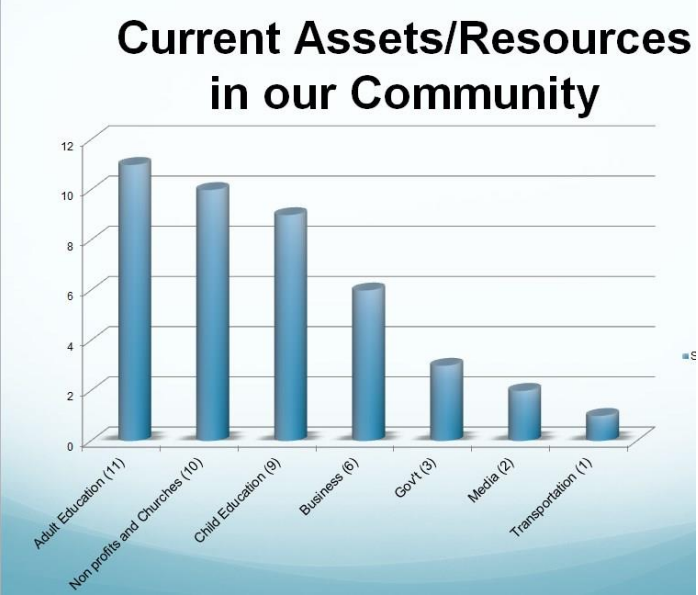
**Attending:** Sarah Salman, Audrey Lutz, Amanda Levos, Steve Anderson, Mandy Burkett, Iona Grundman, Steve Fosselman, Lisa Avila O’Connor, Rob Czaplewski, Tammy Morris, Dee Price, Eddy Rosales Chavez, Kent Mann, Gach Rom, Iona Grundman, Lisa Brown-Olsen, Maria Lopez, Ann Chambers, Brenda Branstiter, Trina Knight, Lindsey Lilienth, Carlos Barcenas, Nicki Stoltenberg

TOPIC	DISCUSSION	ACTION / WHO / WHEN
Welcome & Introductions	Carlos welcomed the group. Attendees introduced themselves and affiliated organization.	Carlos Barcenas
Goal & Strategic Planning Process	<p>Carlos thanked those who participated in the survey. We had 38.5% participation.</p> <p><b>Goal:</b> To help our community understand and accept all cultures and to engage each other genuinely.            -Provide an emphasis on bilingual and multicultural knowledge, learning and cultural competencies for everyone.            -Promote opportunities for learning that reflect the current population with open enrollment policies that target English speaking employers and residents of all ages.</p> <p>Cultural Engagement &amp; Understanding were differentiated and explained as the following:  <u>Engagement:</u> emotional involvement or attachment, to interlock with, to mesh with, to bring together or interlock, to induce to participate</p> <p><u>Understanding:</u> to be thoroughly familiar with, sympathetically aware of other people’s feelings, tolerant, compassionate, mental process of a person who comprehends</p> <p>We have to do both of these in order for us to achieve our goal.</p> <p><u>Strategic Planning Process</u> was outlined as:            1) Identify existing assets in our community</p>	

2) Identify our target audience  
 3) Identify obstacles that we need to overcome to achieve success  
 4) Educate and assessment of our group and leadership groups in the community. Determine where we are on the continuum which will help us identify goals and priorities  
 5) Set goals, then prioritize them  
 6) Prioritizing will probably involve identifying 12, 24, 36 mo. priorities and maybe more  
 7) Planning: Once we prioritize, we have to determine who, what, where, when, why, how & funding  
 a. All of these initiatives are going to take a lot of resources – time, talent, treasure  
 b. These priorities will go to the GGI Planning and Executive Committees for timelines & \$  
 8) Action

Survey Results

The slide below was displayed and explained. As our process evolves, we'll continue to polish and adopt some kind of universal language, as there is a lot of different terminology that was used in the survey.

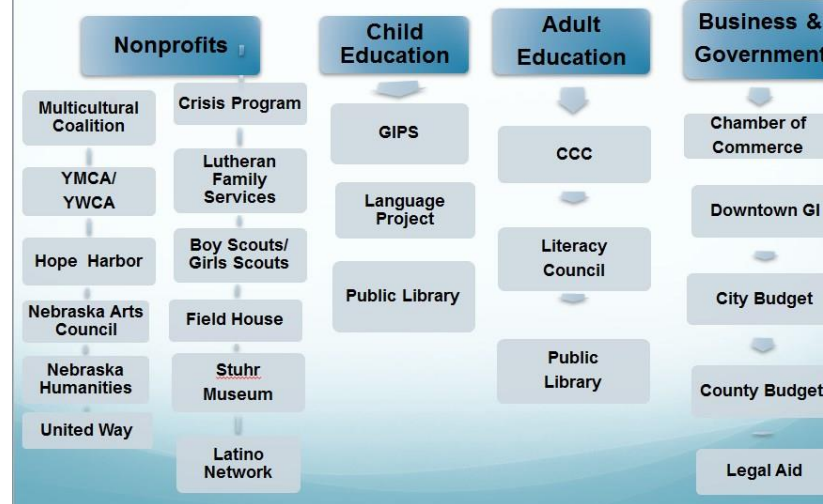


Survey Results (cont.)

The slide below was displayed and explained. Again, we noticed a lot of different terminology and while identifying things correctly will be important, finding common terminology will be part of the learning and growing process.

Group discussed assets/resources that we have in our community that we don't have listed.

## Cultural Engagement/Understanding Assets Breakdown



Corrections noted:

- Fieldhouse should be listed under government
- Separate YMCA and YWCA
- Crisis Program should be Crisis Center

Suggestions/Additions:

- Create a separate column for 'Language Support.' Rob has a list of places offering different languages; Gather additional information from the group through a collaborative list (email); or it was suggested that we color-code all agencies that offer language services/support.
- Add Health Department, Literacy Council, Salvation Army, Habitat for Humanity under the tab 'Nonprofits and Churches'
- Add Youth Leadership Diversity Conference, Trinity United Methodist, St. Mary's Immigrant Program & Methodist Church, Justice for our Neighbors under the tab 'Nonprofits and Churches'
- Add 'Doane College' under the tab 'Adult Education'
- Add 'UNL Cooperative Extension' under the tabs 'Child Education' and 'Adult Education'
- Add 'Headstart' under the tab 'Child Education'
- Add 'Media' under Business/Govt
- Combine City & County Budget

Clarifications:

-Stuhr Museum fits the category because it engages in events promoting diversity (i.e. Day of the Dead) and because it keeps pioneer culture and traditions  
-GIPS offers the Welcome Center  
-CCC and Doane offer services targeted at lower-income and diverse communities  
-City Budget can be used for services that target multicultural communities like Parks and Rec, Fieldhouse, Bilingual staffing, etc.  
-Chamber of Commerce = business support

Survey Results (cont.)

Slide titled 'Target Audience Summary' was displayed & explained.

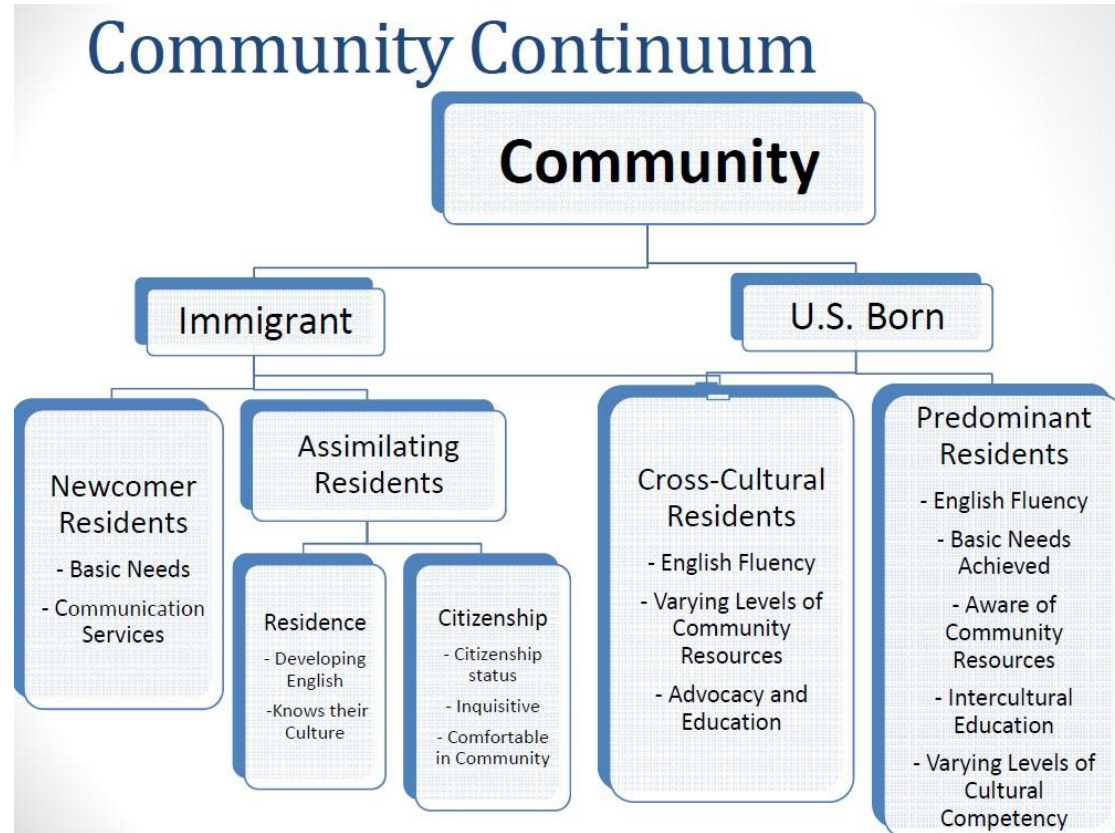


We continued our 'language support' discussion. It is important to differentiate between bilingual and bicultural. Not all bilingual businesses offer cross-cultural awareness and vice versa.

'Everyone' should be changed to 'Everybody'

Survey Results (cont.)

A slide titled 'Community Continuum' was displayed & explained. (NOTE: This is the updated slide.)



It was critiqued that the chart set up is confusing as it is difficult to imagine continuity in separate boxes. The content in the boxes were also unclear; does the content signify goals, current situation, obstacles, or a mix? Group will continue to discuss audience in the upcoming months.

Obstacles / Barriers

Group spent some time identifying barriers that exist that are preventing us from achieving our goal of understanding and accepting all cultures and engaging each other genuinely.

Barriers/Obstacles that were shared include:

Bias/prejudice, Ignorance, Language, Multi-generational poverty, Access / knowledge to (of) basic needs, Engagement opportunities (lack thereof) – social, Housing --- segregated (insulated) neighborhoods, Cultural separation in schools,

Nicki will share the minutes with the group to see if there are more barriers that didn't get noted.

Representation of diversity (Govt), Media, Economics, Acceptance / Comfort, Job opportunities, College prep. Opportunities, Parent Education, Generational assumptions (knowledge / acceptance), Collective vs independent thinking

**Web & Social Media**

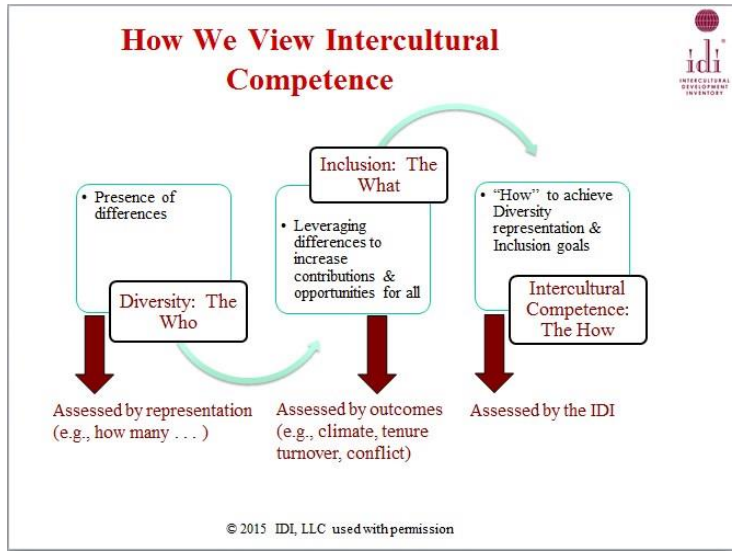
The Grow Grand Island web site is up and running, so to keep up-to-date on our conversations, visit [www.growgrandisland.com](http://www.growgrandisland.com).

Make sure and like us on Facebook (facebook.com/GrowGrandIsland) and follow us on Twitter (twitter.com.GrowGrandIsland).

E.N. Thompson Activism Forum - <http://enthompson.unl.edu/> -- This is a FREE to the public and will be held at the Lied Center for Performing Arts in Lincoln or you can access them online. The topics include Immigration, Environment, Social Justice, Women’s Rights.

**Enhance Cultural Engagement & Understanding**

Carlos introduced the Intercultural Competence program with the following slides. We are considering doing the assessment with our group, as well with the Implementation Committee.



Nicki, Carlos, Tammy and Amanda will continue to explore this assessment tool.

This assessment can provide organizations with a “snapshot” of how well goals in each of these three areas are being met.

Assessing the level of intercultural competence or capability is done through the use of the Intercultural Development Inventory; a cross-culturally valid measure of intercultural competence at the individual or team organizational level.

Carlos also shared this graphic of a Intercultural Development Continuum:



Wrap-up

At our next meeting, we'll re-present the Barriers/Obstacles, talk more about the Community Assessment and also discuss some cultural understanding education opportunities.

Schedule Next Meeting

October 7<sup>th</sup>; location TBD