

Agenda

- **Introduce timeline of events**
- **Explain and describe group workshops**
- **Review plan for completing the Intercultural Development Inventory**

A Core Competency Over Next Decade ...



Cross-Cultural Competency

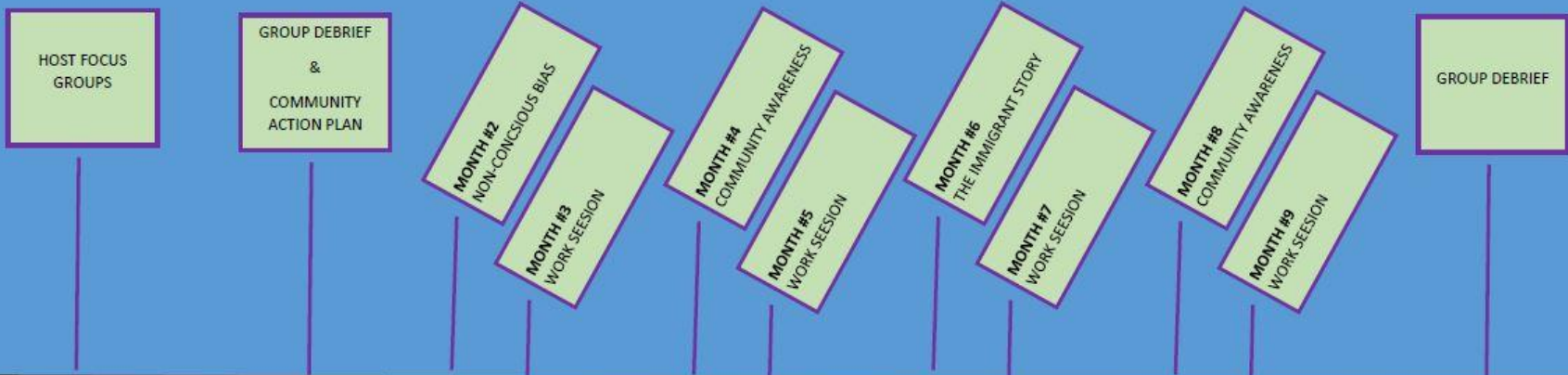
Ranked #4 of the top 10 work skills needed for the future

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**We Cannot Change a
Community without
first changing the
individual!**

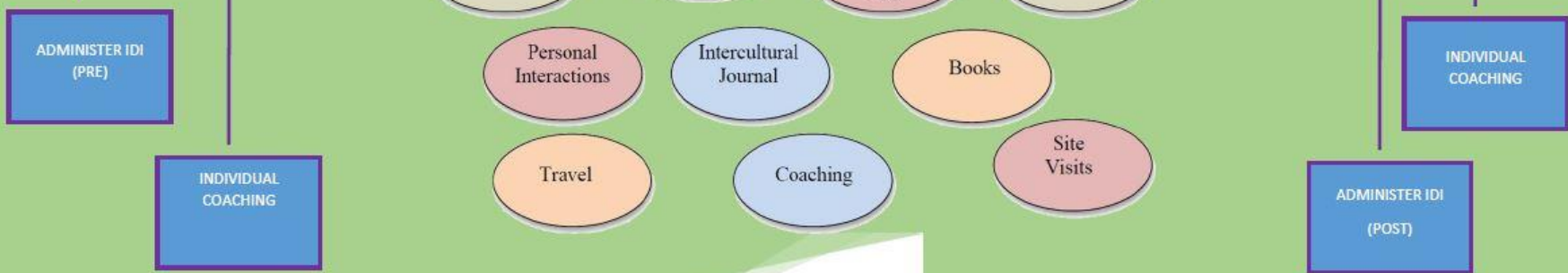
GROUP ACTIVITIES

Month #1



INDIVIDUAL INTERCULTURAL DEVELOPMENT PLAN (IDP)

IDP



INDIVIDUAL ACTIVITIES

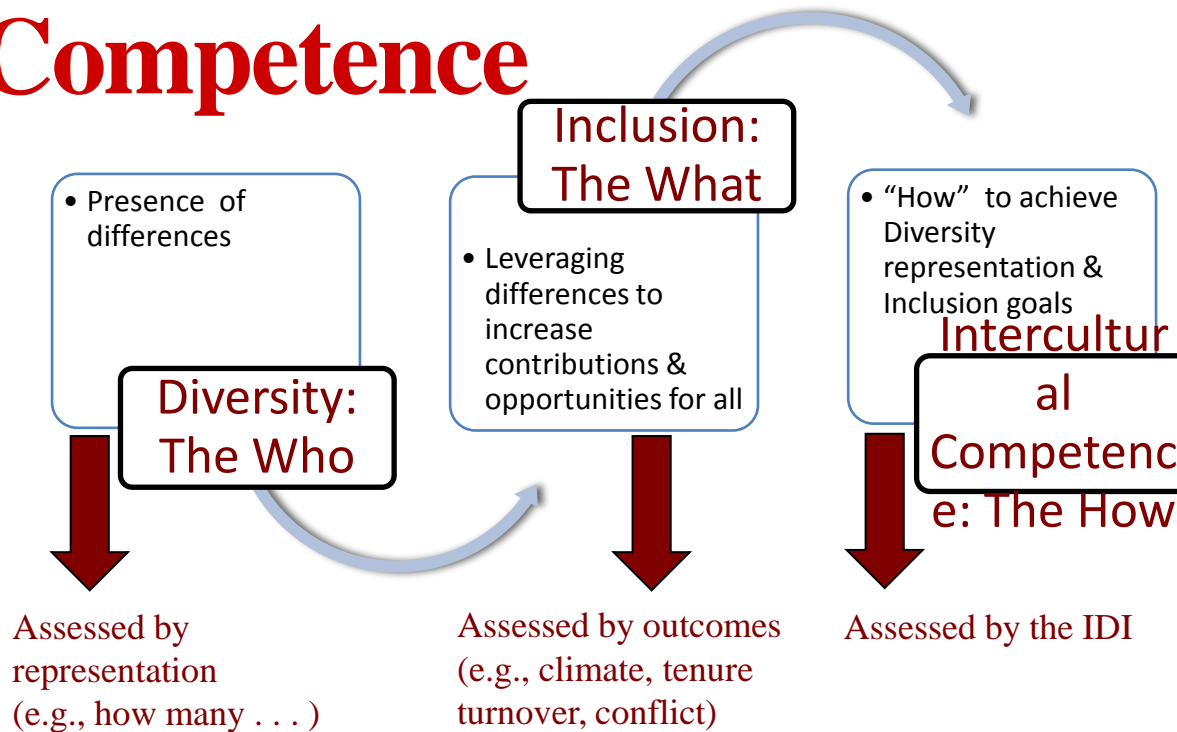
Group workshops

- Non-Conscious bias
- Community Awareness
- The immigrant Story
- Intercultural Communication
- Citizenship Ceremony

Work Session

- Goal setting
- Action plan
- IDP accountability
- Sharing our story

How We View Intercultural Competence



A Global Landscape

When my father and mother applied for a job . . .

They competed with people in the city they lived

When I applied for a job . . .

**I competed with people living in the country
I lived**

When my children apply for a job . . .

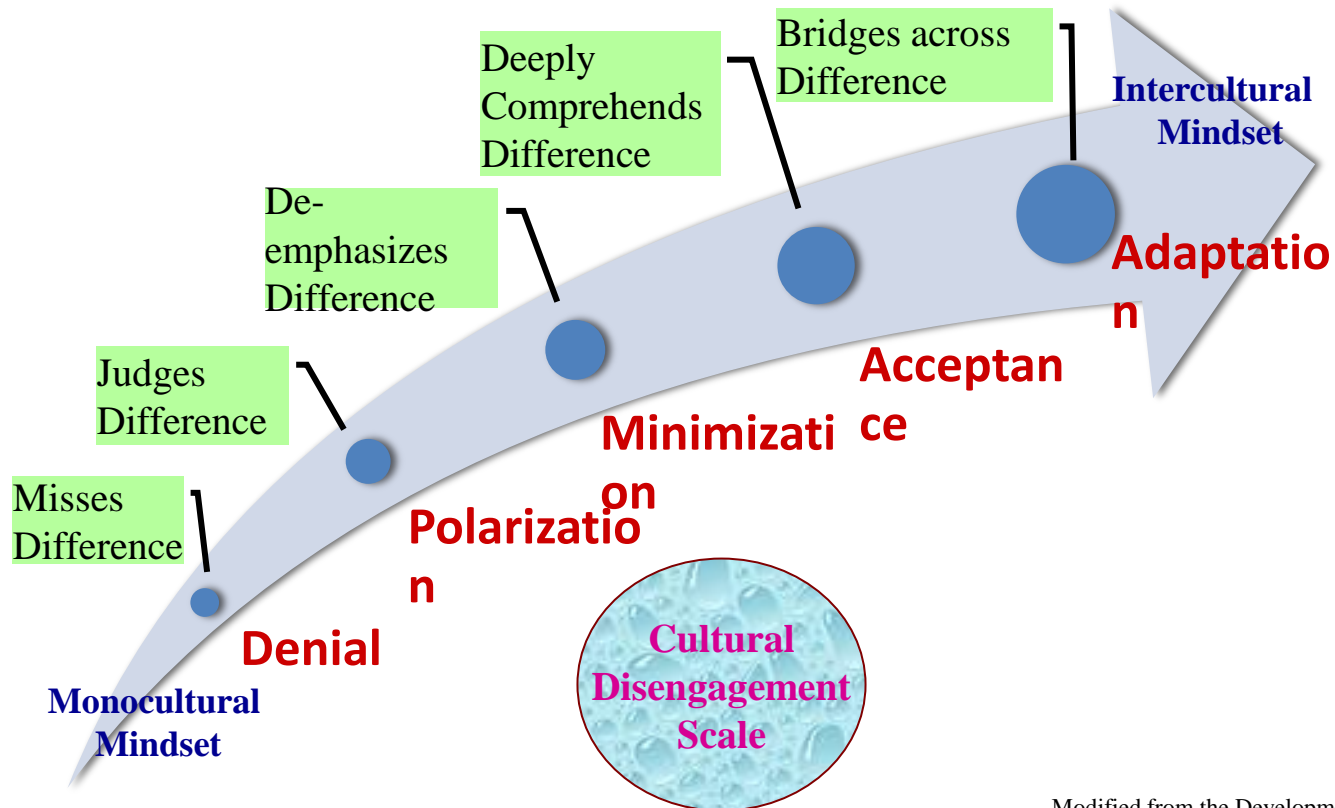
They compete against the world

Andres Tapias, Keynote presentation given at the IDI, LLC
annual conference, 2010, St. Paul, MN

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Cultural Disengagement Measure



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Modified from the Developmental Model of Intercultural Sensitivity (DMIS), M. Bennett, 1986

Next Steps

- **Receive link by Jan 30th**
- **Due date for IDI assessment February 5th**
- **Sign up for individual 30 minute coaching session (February 15th – 19th)**
- **Focus group – Survey monkey**
- **Next Meeting (Group debrief)**