



A Grander Vision for the Heartland

Grow Grand Island Committee Meeting

Date * Time * Location: Tuesday, October 13th at 3:30pm – Tom Dinsdale Chevy Community Meeting Room

Recommendation Number and Name: 5.16 – Enhance Cultural Engagement & Understanding

Attending: Sarah Salman, Audrey Lutz, Amanda Levos, Steve Fosselman, Lisa Avila O’Connor, Rob Czaplewski, Tammy Morris, Dee Price, Ann Chambers, Brenda Branstiter, Trina Knight, Makayla Morgan, Sandy Yager, Steve Lamken, Layla Crow, Stephanie Riak Alcuei, Yolanda Nuncio, Carlos Barcenas, Nicki Stoltenberg

TOPIC	DISCUSSION	ACTION / WHO / WHEN
Welcome & Introductions	Carlos welcomed the group. We also reviewed the minutes from the last meeting and asked the group to clarify and verify that we captured the conversation correctly.	Carlos Barcenas
Inclusive Community	<p>Carlos explained that we are striving to build an Inclusive Community.</p> <p>What is an inclusive community? << source: http://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/inclusive-communities/main >> <u>An inclusive community:</u></p> <ul style="list-style-type: none"> • Does everything that it can to respect all its citizens, gives them full access to resources, and promotes equal treatment and opportunity. • Works to eliminate all forms of discrimination. • Engages all its citizens in decision-making processes that affect their lives. • Values diversity. • Responds quickly to racist and other discriminating incidents. <p><u>Why is building an inclusive community important?</u></p> <ul style="list-style-type: none"> • Acts of exclusion and injustice based on group identity and other factors should not be allowed to occur and/or continue. • All people have the right to be part of decisions that affect their lives and the groups they belong to. • Diversity enriches our lives, so it is worth our while to value our community's diversity. 	

Getting there is the hard part.... *Developing intercultural competence is a core capability in the 21st century and involves cultural self-awareness, understanding the experiences of people from diverse communities, and the capability to adapt one's mindset and behavior to bridge across differences.* --Mitchell R. Hammer

Intercultural Development Inventory Assessment & Plan

Intercultural Competence is a core competency for the 21st century. The Intercultural Development Inventory—or IDI—will help participants build intercultural competence.

Cross-Cultural Competency was ranked #4 of the top 10 work skills needed for the future by the Institute for the Future in their publication entitled “Future Work Skills 2020”; published in 2011.

IDI information:

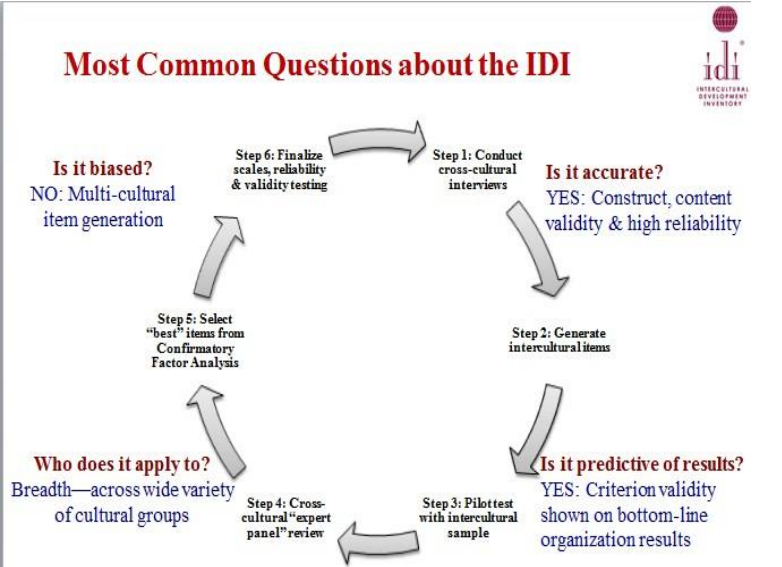
- Cross-culturally validated assessment of intercultural competence
- 50 item questionnaire, “back translated” into 14 languages, available online and in paper versions
- Includes open-ended questions & ability to add six unique questions
- Able to produce customized individual, group, sub-group and organization-wide IDI profile reports
- All Individual IDI profile reports accompanied by customized, Intercultural Development Plans
- No cultural bias and not “transparent” (i.e., no social desirability)
- Used by 1,800 qualified IDI administrators in 30 countries

Carlos explained 3 aspects of Intercultural Competence:

1. Cultural Self-Awareness
2. Cultural Other-Awareness (development of empathy)
3. Behavioral shifting to bridge across cultural differences

6 steps of the creation of the IDI items and the 4 most commonly asked statistical questions about the IDI:

We will be applying for a grant through the Grand Island Community Foundation for the assessment. Carlos took a ‘straw poll’ of the group and all seemed interested in participating and feel it will assist us in developing our plan with goals and recommendations moving forward into 2016.



Homework	<p>Brenda Branstiter with Leadership Tomorrow has provided us with a study from the University of Mississippi and they approached 'community assets' a little differently. We thought it would be another good exercise to answer the following questions and asked that the group provide answer to these questions to Nicki by November 9th. They are:</p> <ul style="list-style-type: none"> • What programs are available in our community? • What services through organizations are available in our community? • What events are available in our community now? <p>Think of this as How are we serving our community TODAY?</p> <p>We'll then take a look at the answers and group them as follows:</p> <table border="1" data-bbox="537 495 1648 901"> <thead> <tr> <th data-bbox="537 495 909 571">Programs</th> <th data-bbox="909 495 1276 571">Services</th> <th data-bbox="1276 495 1648 571">Events</th> </tr> </thead> <tbody> <tr> <td data-bbox="537 571 909 901"></td> <td data-bbox="909 571 1276 901"></td> <td data-bbox="1276 571 1648 901"></td> </tr> </tbody> </table> <p>Our group will then review the results to see what WE can do to fill in the gaps.</p>	Programs	Services	Events				Committee homework due November 9 th .
Programs	Services	Events						
Next Meeting	Tentative: November 24 th ; location TBD							