

Cultural Conversation-Outline

Topic	Using Your Multicultural Skills in the Workplace
Objective of Lesson	<i>To encourage students to explore the connection between university study, multicultural competency, and the workforce</i>
Classroom Activities	<p>PowerPoint</p> <p>Activity: Ice Breaker: Whip Around—“When you hear the word diversity what do you think?”</p> <p>Activity: Diversity Quiz—“In your own words, define diversity” “What does diversity actually mean to you?”</p> <p>Activity: Report Pre-Assessment Result and Worldly Statistics</p> <ul style="list-style-type: none"> • Data from British Council, Ipsos Public Affairs, and Booz Allen Hamilton. (2013). <p>Activity: Philosophical Convo about Results from Pre-Assessment</p> <ul style="list-style-type: none"> • What were you surprised about? • When thinking of the campus community are we excelling in providing areas of diversity? <ul style="list-style-type: none"> ○ What else could we be doing? • Do you feel adequately prepared and cultural competent to go out in the workforce? <ul style="list-style-type: none"> ○ What skills do you believe you posse to back up your readiness? • What are some diversity skills you can use while in the workforce? <p>Activity: Challenge Activity</p> <ul style="list-style-type: none"> • Break into groups and complete challenge activity • Talk about who students “hired” • Talk about common themes that came up “ageism, sexism, racism, education, etc.” • Talk about <i>Emily and Greg more Employable than Lakisha and Jamal</i> Research (Bertrand & Mullainathan 2004) • YouTube Clip “Hiring Disparities” (Fierst 2013) <p>Activity: <i>Top Skills Employers are looking for</i></p> <ul style="list-style-type: none"> • Verbal/ Written Communication <ul style="list-style-type: none"> ○ Able to express your and companies ideas clearly, confidently and appropriately in verbal and written form. • Teamwork <ul style="list-style-type: none"> ○ Can confidently and adequately work within a group • Flexibility <ul style="list-style-type: none"> ○ Adapt successfully to changing situations and environments • Developing Professionalism

	<ul style="list-style-type: none"> ○ Cares about the quality of their work. Supports and empowers others • Interpersonal Sensitivity <ul style="list-style-type: none"> ○ Recognizes and respects different perspectives. Open to the ideas and views of others. • Continuous Learner <ul style="list-style-type: none"> ○ Continues to learn throughout life. Develops the competencies needed for current and future roles. • Self-Awareness <ul style="list-style-type: none"> ○ Awareness of achievements, abilities, values, and weaknesses • Global Skills <ul style="list-style-type: none"> ○ Appreciation of other cultures • Leadership <ul style="list-style-type: none"> ○ Able to motivate and direct others. <p>Activity: Questions to consider/ Other Questions</p> <ul style="list-style-type: none"> • Where do you get information about individuals and groups related to race, gender, socioeconomic class, and other social or cultural identities? • What is your role as a student in challenging stereotypes or providing understanding of diversity issues? • Describe an instance where diversity among peers and/ or co-workers either positively or negatively influenced you. • How will you transfer what you have learned about diversity and multiculturalism to the workforce? • Other Questions? <p>Activity: Post Assessment and Evaluation</p>
<p>Learning Outcomes</p>	<ul style="list-style-type: none"> • To expand your abilities to critically and effectively communicate and understand controversial contemporary issues that encompasses our society and the Ohio Northern community. • Expand knowledge of similarities and differences between people to help students make sensitive and appropriate decisions • Gain knowledge of higher education’s role in educating students to become inclusive and multiculturally competent
<p>References</p>	<p>Bertrand, M., & Mullainathan, S. (2004). Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. <i>The American Economic Review</i>, 94(4), 991-1013</p> <p>British Council, Ipsos Public Affairs, and Booz Allen Hamilton. (2013). <i>Culture at Work: The value of intercultural skills in the workplace</i>. Retrieved from http://www.britishcouncil.org/sites/default/files/documents/culture-at-work-research.pdf</p> <p>Fierst, M. (2013, January 16). Hiring disparities [Video file]. Retrieved from http://www.youtube.com/watch?v=M_IWLHWDYpE</p>