

Increasing Diversity to Strengthen your Master Gardener's Program

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4-H

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Welcome

Here are some guidelines for Today:

- Be Respectful
- Everyone Gets a Fair Hearing
- It's Okay to Disagree
- Listen To What Others Say
- If You Are Offended, Or Uncomfortable Say So; And Say Why
- Personal stories remain confidential unless the group decides it's OK to tell them to others

“Meet & Move”

What Was Your Favorite Thing To Do As A Child And Why?

On Your “Off Time”, What Do You Like To Do, And Why?

How Are You Similar AND Different From The Person/People Who Raised You?

Let's Get To Know Each Other

Why Does It Matter?

Florida MGVs Program Demographics

- 55%-65% white female, college educated between the ages of 55-70 yrs. old
- 45% white male , college educated between the ages of 55-70 yrs. old
- 5% are younger than that range
- 5-8% is Black or Hispanic

US/FL Demographics

Facts	Florida	US
Population estimates, July 1, 2018, (V2018)	21,299,325	327,167,434
Population estimates base, April 1, 2010, (V2018)	18,804,580	308,758,105
Population, percent change - April 1, 2010 (estimates base) to July 1, 2018, (V2018)	13.30%	6.00%
Population, Census, April 1, 2010	18,801,310	308,745,538
Persons under 5 years, percent	5.40%	6.10%
Persons under 18 years, percent	19.90%	22.40%
Persons 65 years and over, percent	<u>5%</u>	16.00%
Female persons, percent	<u>55-65% (45%)</u>	50.80%
White alone, percent	77.30%	76.50%
Black or African American alone, percent	<u>5-8%</u>	13.40%
American Indian and Alaska Native alone, percent	0.50%	1.30%
Asian alone, percent	3.00%	5.90%
Native Hawaiian and Other Pacific Islander alone, percent	0.10%	0.20%
Two or More Races, percent	2.20%	2.70%
Hispanic or Latino, percent	26.10%	18.30%
White alone, not Hispanic or Latino, percent	53.50%	60.40%

Learning Objectives

- Explore elements of culture that inform equity, diversity and inclusive education.
- Distinguish strategies to build cultural engagement and competence.
- Examine how to build intentional commitment to cross-cultural understanding.
- Consider the positive attributes that arise when culture is celebrated.

ACTIVITY

How is cultural competence practiced within your program?

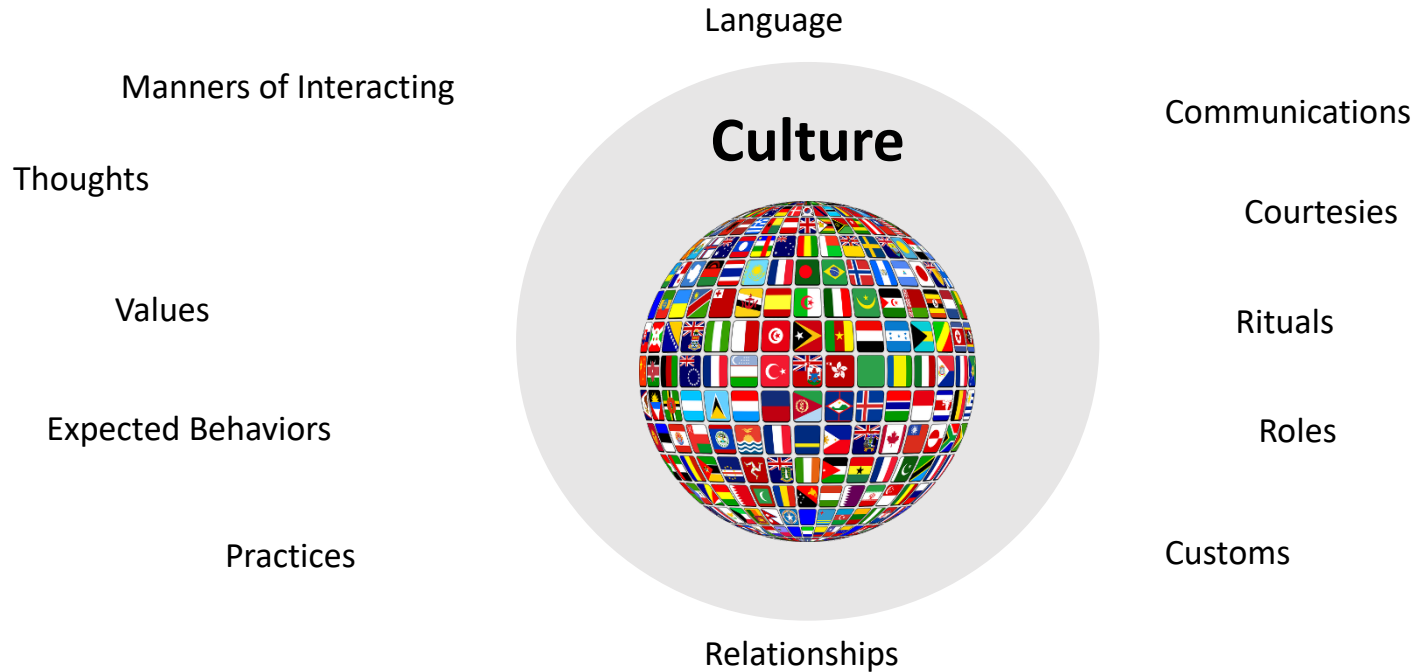
- 1.)
- 2.)
- 3.)

Consider:

Race Ethnicity Class/ses Relationship	Sexual Orientation Gender Background Experiences	Language Religion Disability Generational
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Share out...

What Is Cultural Competence?



Definition 1

A set of congruent behaviors, attitudes and policies that come together in a system, agency, or among professionals and enables that system, agency, or those professionals to work effectively in cross-cultural situations. It is a complex integration of cultural knowledge, cultural awareness or sensitivity, attitudes, cultural skills and cultural encounters (Cross, Bazron, Dennis, & Isaacs, 1989; Isaacs & Benjamin, 1991).

Definition 2

Harmonious attitudes, practices, policies, and structures in a system that enable effective interaction of distinct groups, and values and respects the cultures of those groups (Cross et. Al., 1989)

Definition 3

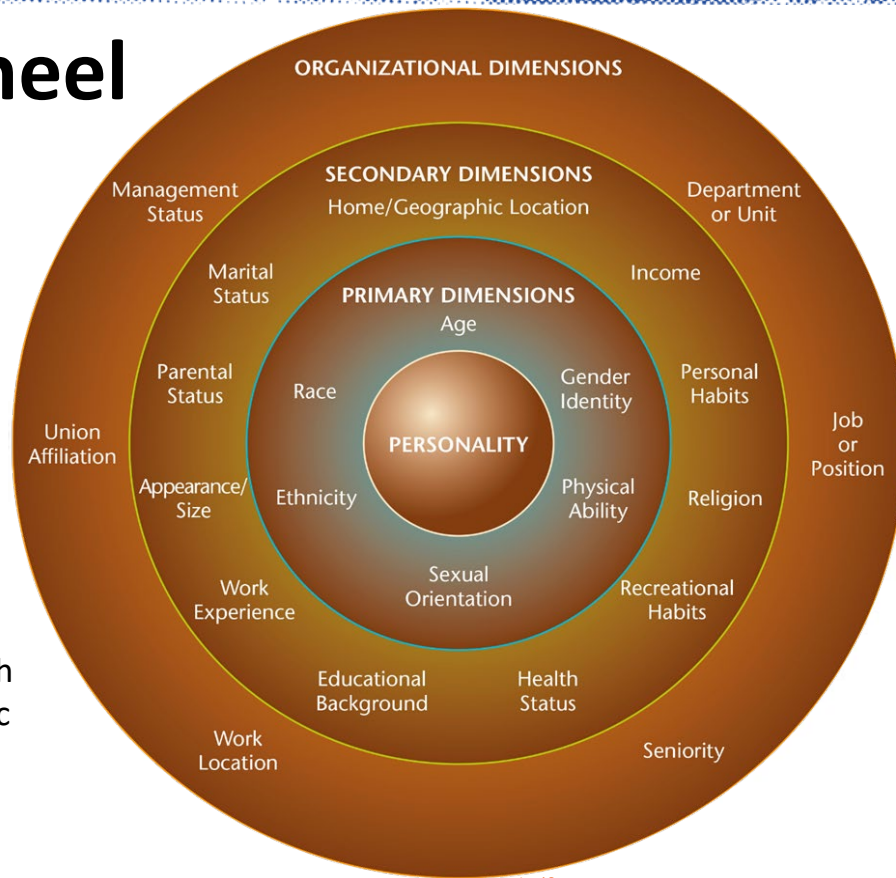
A developmental process that builds one's ability to work effectively across cultures in a way that acknowledges and appreciates differences among culturally distinct groups, that evolves over time.

What is the Goal of Cultural Competence?

To develop individual's and institution's proficiency in:

- Understanding
- Accepting
- Continuously working

Diversity Wheel



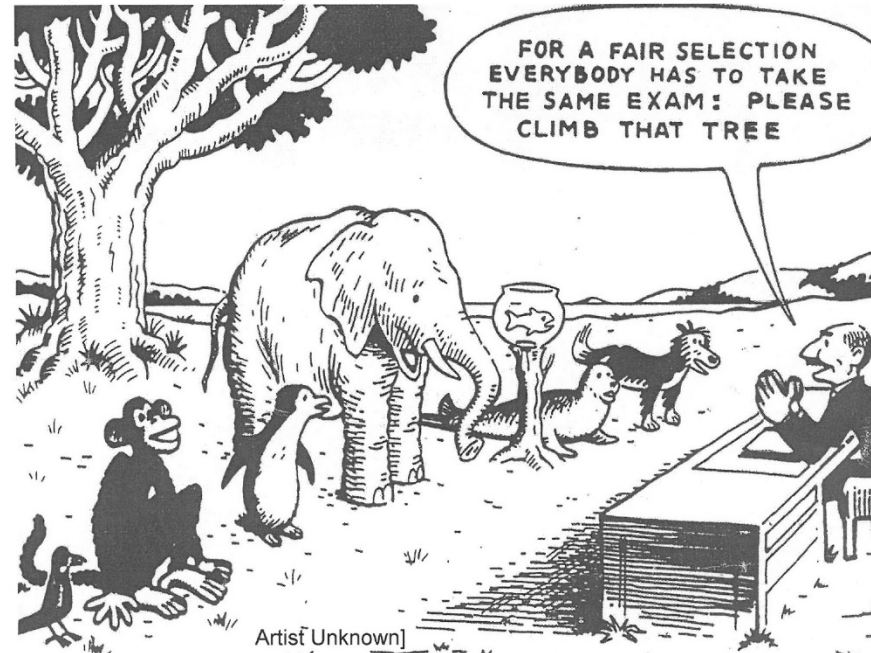
Differences among people with respect to age, socio-economic status, ethnicity, gender, physical and mental ability, race, sexual orientation,

Adapted from: Gardenswartz and Rowe 2003

Activity

1. Choose one dimension from the wheel to focus on for this activity and clearly identify the aspects of diversity (differences) that you bring on this factor.
2. What strengths/advantages does this difference bring to the work group? Be as specific as you can.
3. What potential conflicts are created because of the difference you bring to a work group/team? Program?
4. Have you ever felt like an “outsider” in a work group because of the difference you identified?
5. Think about a strategy you have used to either maximize the strength of the difference you identified, or to minimize the conflict associated with the difference you identified.

Cultural Interpretation



Activity: Find a Partner

Interview (10 minutes) Use the Diversity Wheel

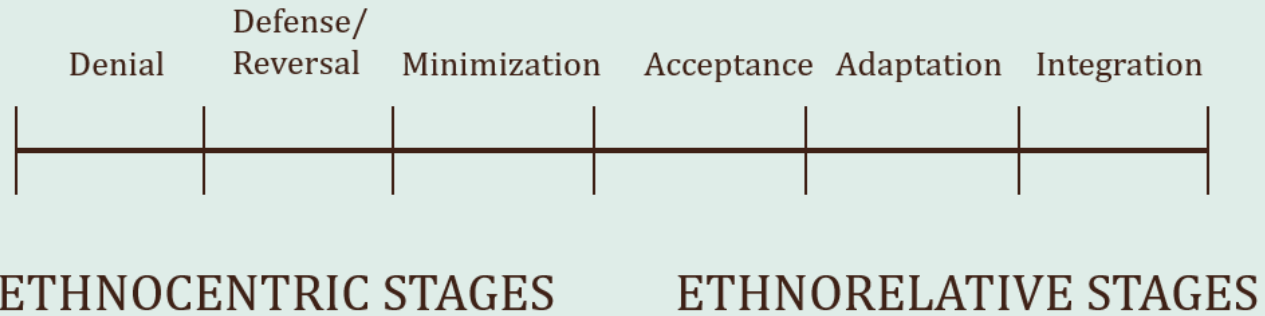
- What is the diversity composition of the MG program in your county? Volunteers, Clientele and Staff ?
- Who is the Safe Place person(s) at your program location?
- What support does your program have for affinity groups? Volunteers, Clientele and Staff ?
- Have you been trained in Cultural Competencies?
- How does Culture influence communication in your program?

Developmental Model of Intercultural Sensitivity (DMIS)

Experience of Difference



Development of Intercultural Sensitivity



Case Studies

Microaggressions

Microaggression: Subtle, verbal and nonverbal slights, insults, indignities, and denigrating messages directed toward an individual due to their **group identity**, often automatically and unconsciously. Usually committed by well-intentioned folks who are unaware of the hidden messages being communicated.

A woman with long dark hair is holding a white sign in front of her. The sign has the text 'Where are you from?' written on it in a cursive, handwritten style. The background is dark, and the woman is looking directly at the camera with a neutral expression.

Where are
you from?

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” ~

Maya Angelou

Questions

Gracias / Thank you

Contact Information



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