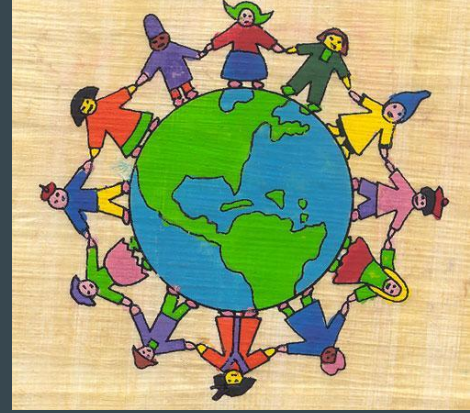


GROUP  
FIVE

# Intercultural Relations



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# Intercultural Competence (G.delgado)



- Intercultural competence is a range of cognitive, affective, and behavioural skills that lead to effective and appropriate communication with people of other cultures.
- In order to have intercultural competence you need to respect the other culture and understand their social norms and gestures
- The key components to showing and giving respect to someone else's culture during social events is to have self-concept, open-mindedness, non-judgmentalism, and social relaxation.

# High and low tolerance in intercultural social interactions (G.delgado)



- Higher tolerance people have the ability to stay focused in situations that are not clear rather than becoming anxious. They plan out the best approach as the situation continues
- People with low tolerance may tend to be more self involved. They look for information about others that matches their cultural norms, beliefs, and roles.

# Ethnocentrism and Ethnorelativism (G.delgado)



- People with ethnocentric tendencies view their culture or in-group as superior to other groups, and judge those groups to their standards
- Ethnorelativism is having the ability to see multiple values, beliefs, norms, etc. in the world as cultural rather than universal. It's also being able to understand and accept different cultures as equally valid as one's own.

# Brianna Hyacinth Strength and Value of Multiculturalism



# The value of Multiculturalism

( Brianna Hyacinth )

- Multiculturalism is important because it dilutes the divisiveness of ignorance.
- It encourages dialogue, often between different cultures that have radically different perspectives.
- People, regardless of their specific culture of origin, strive to provide the best they can for their family, and to live in a peaceful and harmonious world as possible. These two goals unite us all.

# Multiculturalism in the Workplace (Brianna Hyacinth)



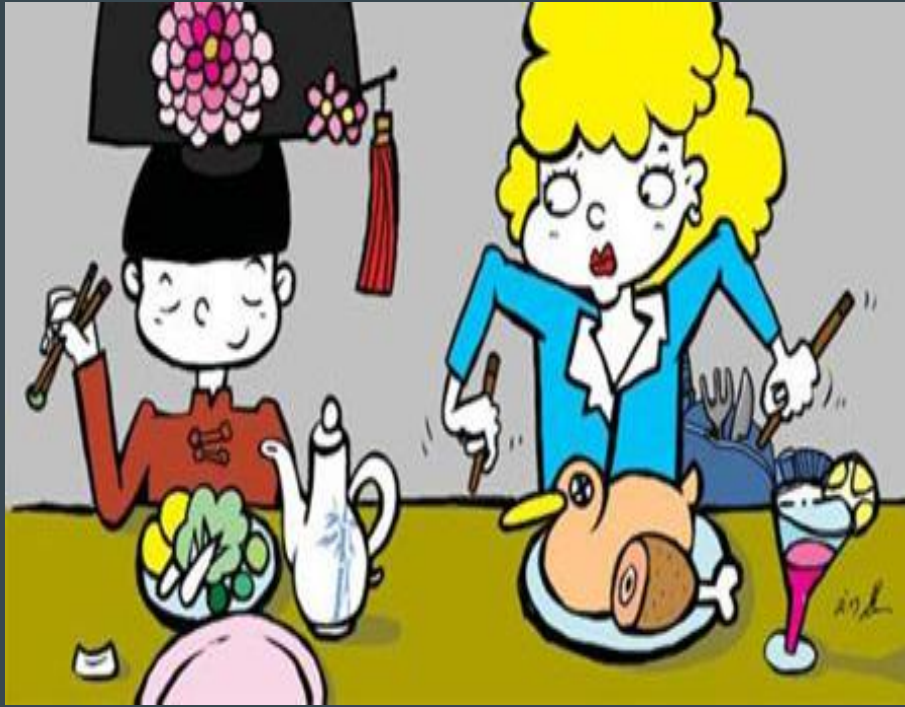
- **Multiculturalism goes deeper than diversity by focusing on inclusiveness, understanding, and respect, and also by looking at unequal power in society.**
- **it is important to bring the issue of cultural difference in the workplace into the open, and that ignoring differences among cultures is not only counterproductive but also leads to the impression that management supports discrimination.**
- **The opposite of a productive, happy multicultural workplace is "ethnocentrism" which is the attitude that one's culture is the correct, sensible one, and that other cultures are inferior and wrong.**
- **As the immigrant population in America grows, the importance of cultural sensitivity in employees who deal with the public will grow, as well.**
- **When you have a group of diverse cultural backgrounds, everyone is looking at situations through a different lens, a unique perspective.**



# Multiculturalism in the Workplace (continued) (B.H)

- **Having a multicultural workforce shows a different face to the public. Customers have a chance to speak with someone who knows their native tongue or understands certain customs. Whether it is language or understanding specific holidays, a multicultural workforce engages even a small business in a global marketplace.**
- **Inclusion is a valuable piece that comes from multiculturalism.**
- **The inclusion that comes with multiculturalism means that people do not feel like they need to give up a part of themselves and they live how they want to live without needing to conform.**

# Ways to Reduce cultural shock(B.H)



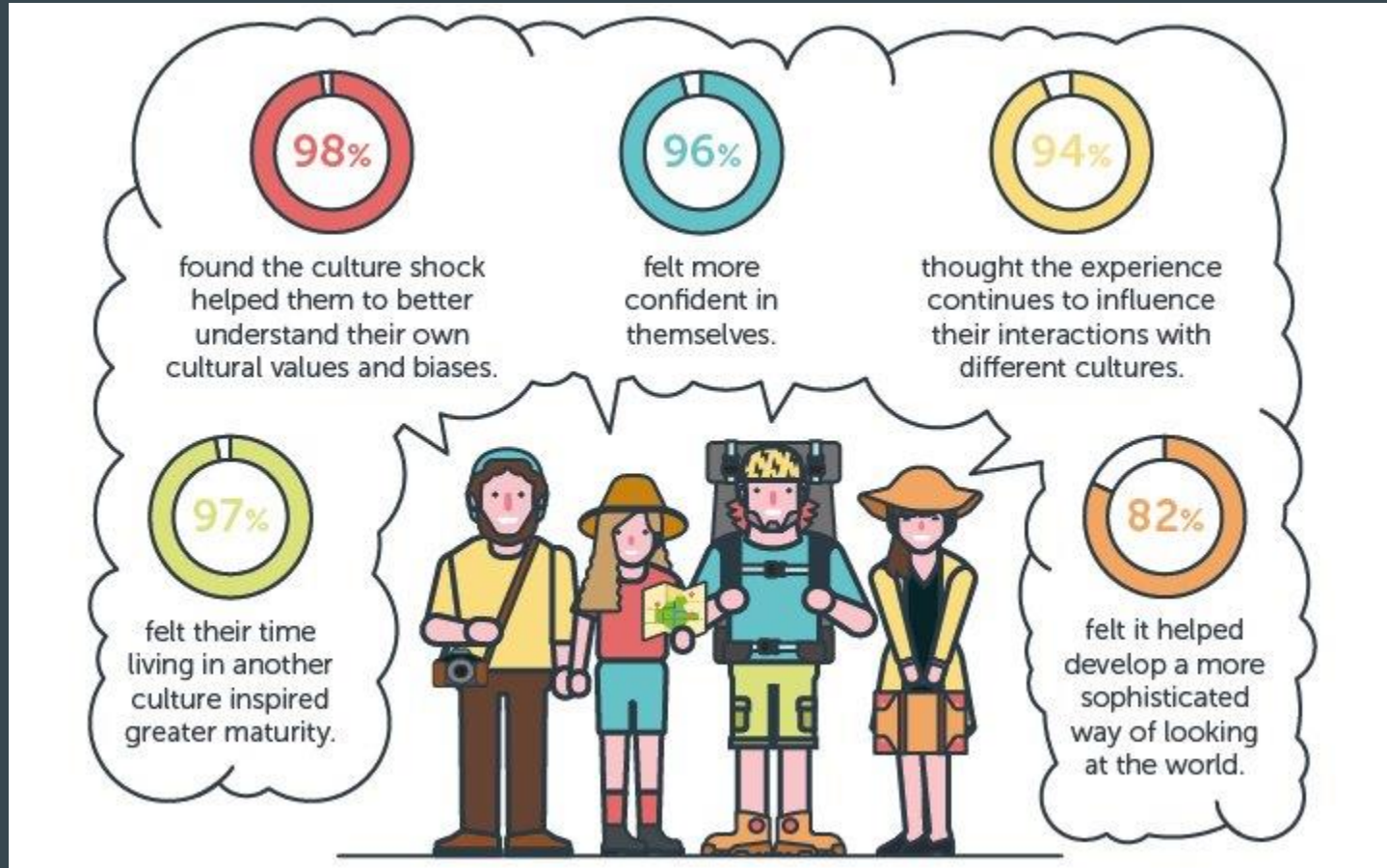
"I know we're on planet earth but what planet are you on?"

# Ways to reduce cultural shock{B.H}

- People should understand that It is common to experience cultural shock when working in the workplace or have people from different backgrounds in your environment.
- One way to reduce cultural shock is to not be afraid to share your feelings with others. People should Talk to other people about what they are feeling and experiencing. They will probably find that others can relate to how they are feeling.
- People should Ask questions and feel free to learn from others.
- People should always Keep a positive attitude. You will most likely experience some negative feelings while you are speaking or interacting with people who are from different places and they don't wanna adapt to your culture or try to do things outside of their culture.

# Positive effects of Culture shock

Shamar Greene



# Negative side effects of culture

## shock

Shamar Greene

You will go through tough times when you are transplanted to a new environment where you are no longer in control as you had been at home. And this is quite normal and usually unavoidable. Though, everyone might experience the negative effects of culture shock on a different level. Negative effects of culture shock might include:

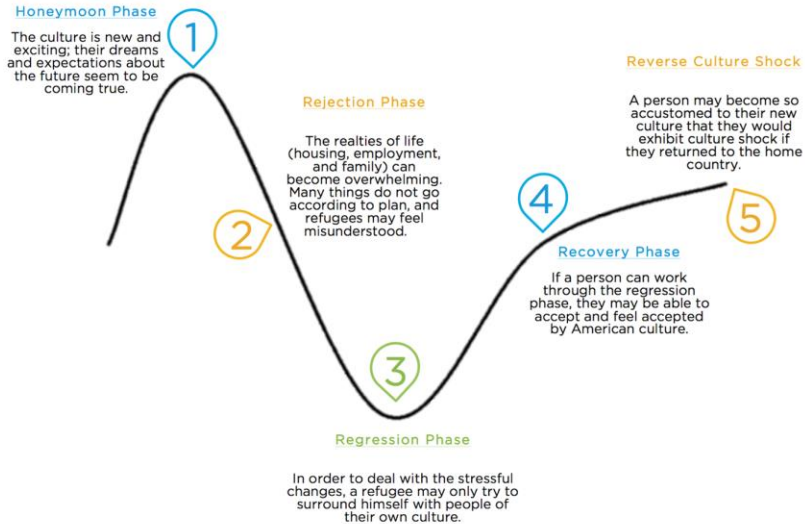
- Frustration
- Feeling isolated and lonely
- Homesickness
- Idealizing the home country
- Unduly criticizing culture of host country
- Depression
- Withdrawal (avoiding contact to host nationals)
- Sleeping a lot or unable to sleep

You might be surprised to find yourself not able to function normally in the new environment. Usually with time you will adapt. It might take 6 months to a year. Sometimes even longer. It is not a linear process. There are different phases of culture shock,

# Stages of culture shock

Shamar Greene

## Culture Shock



The first stage of culture shock is often overwhelmingly positive during which travelers become infatuated with the language, people and food in their new surroundings. At this stage, the trip or move seems like the greatest decision ever made, an exciting adventure to stay on forever.

Frustration may be the most difficult stage of culture shock and is probably familiar to anyone who has lived abroad or who travels frequently. At this stage, the fatigue of not understanding gestures, signs and the language sets in and miscommunications may be happening frequently. Small things — losing keys, missing the bus or not being able easily order food in a restaurant — may trigger frustration. And while frustration comes and goes, it's a natural reaction for people spending extended time in new countries.

**The Adjustment Stage** Frustrations are often subdued as travelers begin to feel more familiar and comfortable with the cultures, people, food and languages of new environments. Navigation becomes easier, friends and communities of support are established and details of local languages may become more recognizable during the adjustment stage.

## **The Acceptance Stage**

Generally — though sometimes weeks, months or years after wrestling with the emotional stages outlined above — the final stage of culture shock is acceptance. Acceptance doesn't mean that new cultures or environments are completely understood, rather it signifies realization that complete understanding isn't necessary to function and thrive in the new surroundings. During the acceptance stage, travelers have the familiarity and are able to draw together the resources they need to feel at ease.

Shamar Greene



# Importance of Culture Shock

Despite those initial feelings of bewilderment, **culture shock** is a vital part of developing as a human being. ... In short, **culture shock** is as **important** for learning about yourself and your own **culture** as it is for fostering understanding between different peoples.

**Being aware** that **culture shock** exists won't prevent you from experiencing it, but it will help you recognize it as it is happening. **Awareness** that **culture shock** is a natural reaction to immersion in a foreign **culture**, and that adjustment will eventually come, helps many people get through the rough patches.



Shamar Greene



# Influencing Multiculturalism-Destiny Lucas



To influence multiculturalism, you have to be the change in the world you wish to seek . For different cultures to coexist a certain understanding and respect had to be established . I propose installing multicultural values in our education by having Chinese New Year parties , potluck day , and including cultural scenarios in everyday lessons . By featuring appreciation for every culture , children will carry on these values . By spreading examples of how to mesh and work together , it will be reflected in upcoming generations . Also classrooms should have bilingual teachers to help students of different dialects reach one common goal . Having books from different origins influence curiosity and appreciation for a variety of cultures. .

# Racial profiling - Destiny Lucas



Racial profiling is a result of not being educated on the variety of ethnicities and cultures in our society . By viewing individuals through a bias lens , individuals are unable to see people for who they are . By educating Caucasians on the disadvantages minorities face , they'll be more understanding . Many people have developed bias on races due to what they have been exposed to . By being in more blended environments individuals can develop communication skills and learn common gestures . Caucasians associate dark skin , tall individuals with crime immediately. This is why young black men are searched for no reason coming from school . This is a reason why minorities are wrongfully convicted of stealing in stores .

## Why Multiculturalism is needed -DL



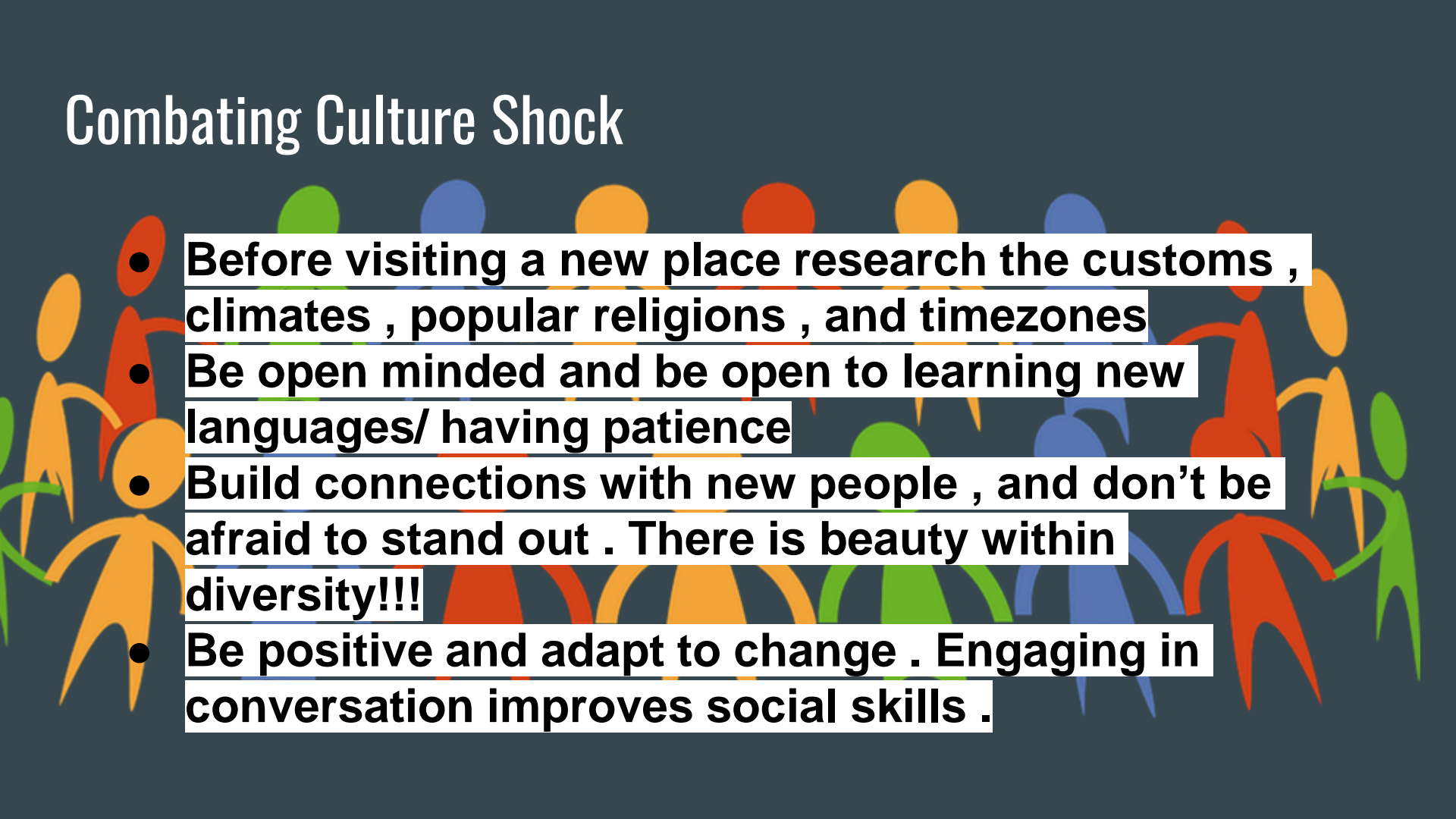
According to NBCnews.com many students are being penalized for wearing their natural hair proudly . Many places deem natural hair as unpolished and inappropriate for professional settings . So black people would perm , straighten and wear wigs to conform , but not anymore . A high school wrestler from Jersey was forced to cut off his hair or forfeit his match . This was unneeded and discrimination at its finest . A little girl was sent home for wearing a braided style to school. Natural hair is a sign of pride in African Americans . Many races don't understand why African Americans hair is so curly and textured. They don't understand it and target it as a result . If they understood what it stands for , they'd realize it's a piece of African Americans identities . To truly influence multiculturalism in society , you must put yourself in somebody else's shoes .

# Benefits of Multiculturalism -DL



- Taking the reins of your future and POV - Learning new customs , cuisines , music , and practices makes you a well rounded individual. You're able to develop your own perspective and adjust well to new environments.
- Being aware of the problems outside of your community, and comprehending new values fast
- Gaining new knowledge and learning new languages through connections
- More opportunities are based outside your comfort zone . Networking with people of different ethnicities and building interpersonal skills . These skills make a difference in work environments, school , and everyday in society

# Combating Culture Shock

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- **Before visiting a new place research the customs , climates , popular religions , and timezones**
  - **Be open minded and be open to learning new languages/ having patience**
  - **Build connections with new people , and don't be afraid to stand out . There is beauty within diversity!!!**
  - **Be positive and adapt to change . Engaging in conversation improves social skills .**

# Multiculturalism and social justice counseling- I.M

What is multiculturalism and social justice counseling?

Multicultural and social justice counselors focus on the rules, laws and policies that impact clients and other members of their group. This work may involve altering oppressive laws and policies or helping to create more-inclusive policies.



There is a relationship that exists between multiculturalism and social justice in that each perspective influences the other. Multiculturalism allows counselors to see issues of oppression, and social justice allows counselors to address issues of oppression impacting clients. Both the multicultural and social justice counseling perspectives acknowledge the importance of diversity and recognize that oppression has a debilitating effect on mental health.

# Social justice counseling-I.M

Social justice refers to the promotion of full and equal participation of all individuals and groups, allowing their needs to be met equally. Most societies around the world have fallen short of creating conditions of social justice. This is evidenced by the existence of marginalization in many societies, as evidenced by the fact that many groups do not have full participation or share equal power in society because of race, ethnicity, age, socioeconomic status, religion, disability, or sexual orientation. Social justice counselors deals more with gender and age.



## Multiculturalism counseling-I.M

Multicultural counseling characterizes the counseling practice that offers effective interventions to culturally diverse clients. Race, ethnicity, and culture influence a client's identity and life circumstances. Multiculturalism has to do with more culture and race.



## Multiculturalism and social justice counseling-I.M

These counseling helps little by little in the workplace to get people together.

Although the racism is not gone in the workplace the counseling is going in the right direction