

Tips for creating a Culturally Inclusive Training

- ❖ Ask open questions. Genuinely seek to identify cultural differences
- ❖ Avoid general assumptions: there can be important differences within groups along the lines of race, nationality, class, gender, sexual orientation, and length of time in the U.S.
- ❖ Seek awareness of your own cultural background
- ❖ Cultures are neither good nor bad, they are just different. Show as much respect for other's cultural background as you believe your own background deserves.
- ❖ Each culture has its own concept of time, physical proximity, physical touch, and communication approach.
- ❖ Use diverse activities to convey key concepts.
- ❖ Provide visual models that speak a universal language.
- ❖ Reduce slang, local idioms, jargon and words borrowed from other languages.
- ❖ Avoid general assumptions: No individual represents a group
- ❖ Don't rely heavily on humor; it's difficult to translate.
- ❖ Be prepared to change references to local culture, pop culture, and nationalistic icons - including sports, heroes, and history.
- ❖ Provide a glossary of key terms.
- ❖ Use workplace illustrations and video settings that are authentic and relevant.
- ❖ Cultural beliefs and values change overtime for each individual as s/he experiences life, and other groups