

Working with Diverse Audiences – Making Refuges More Inclusive

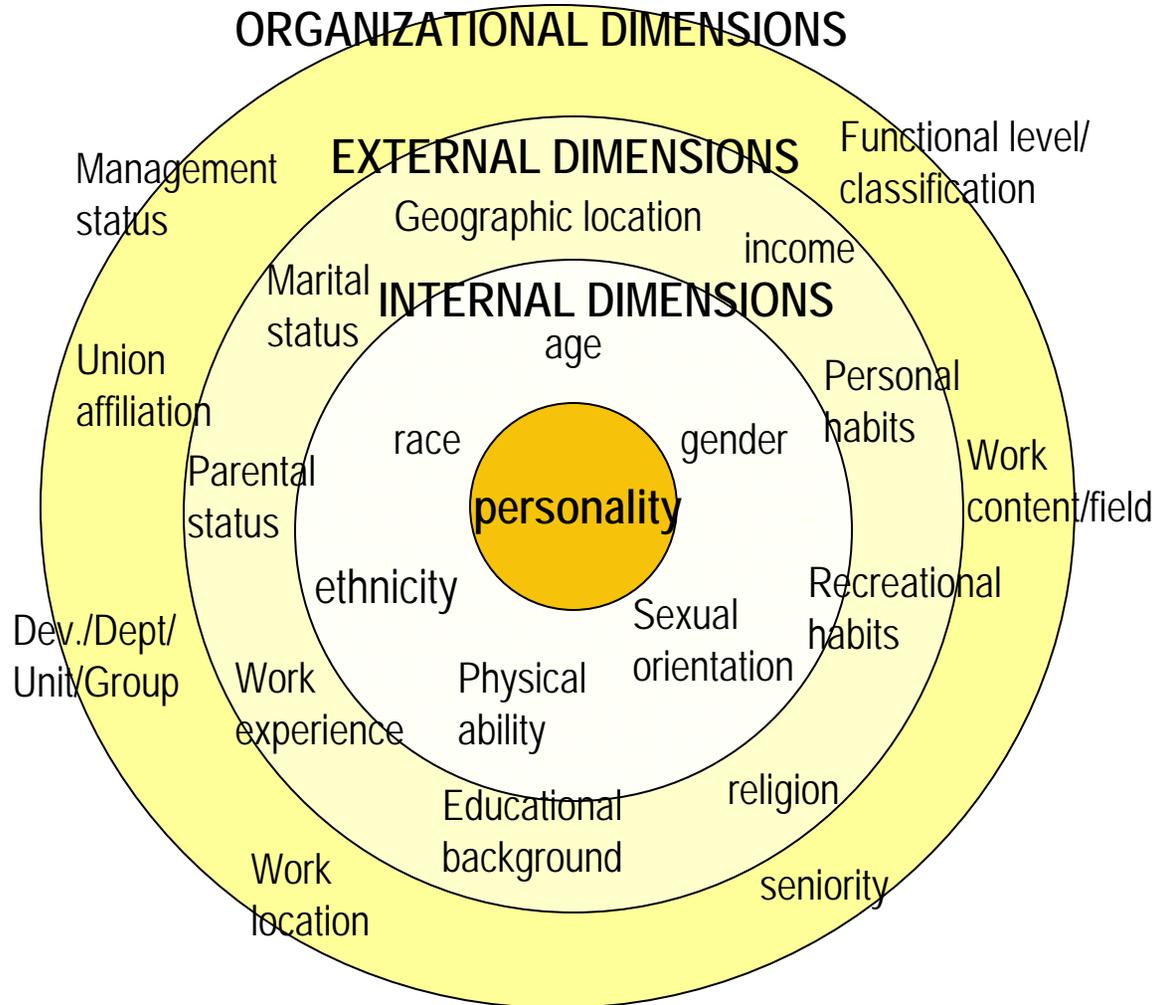
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**Some of the following slides are taken from
on one-day long workshop designed by
Intercambios as part of the Environmental
Education and Training Partnership's efforts
to promote increased diversity and
inclusiveness within Environmental
Education.**

**Intercambios assists groups and organizations to create
inclusive and sustainable solutions to community, health, and
environmental problems. Dialogue, critical reflection, and action
are just three of many tools it uses to help communities create
local solutions.**

Four Layers of Diversity



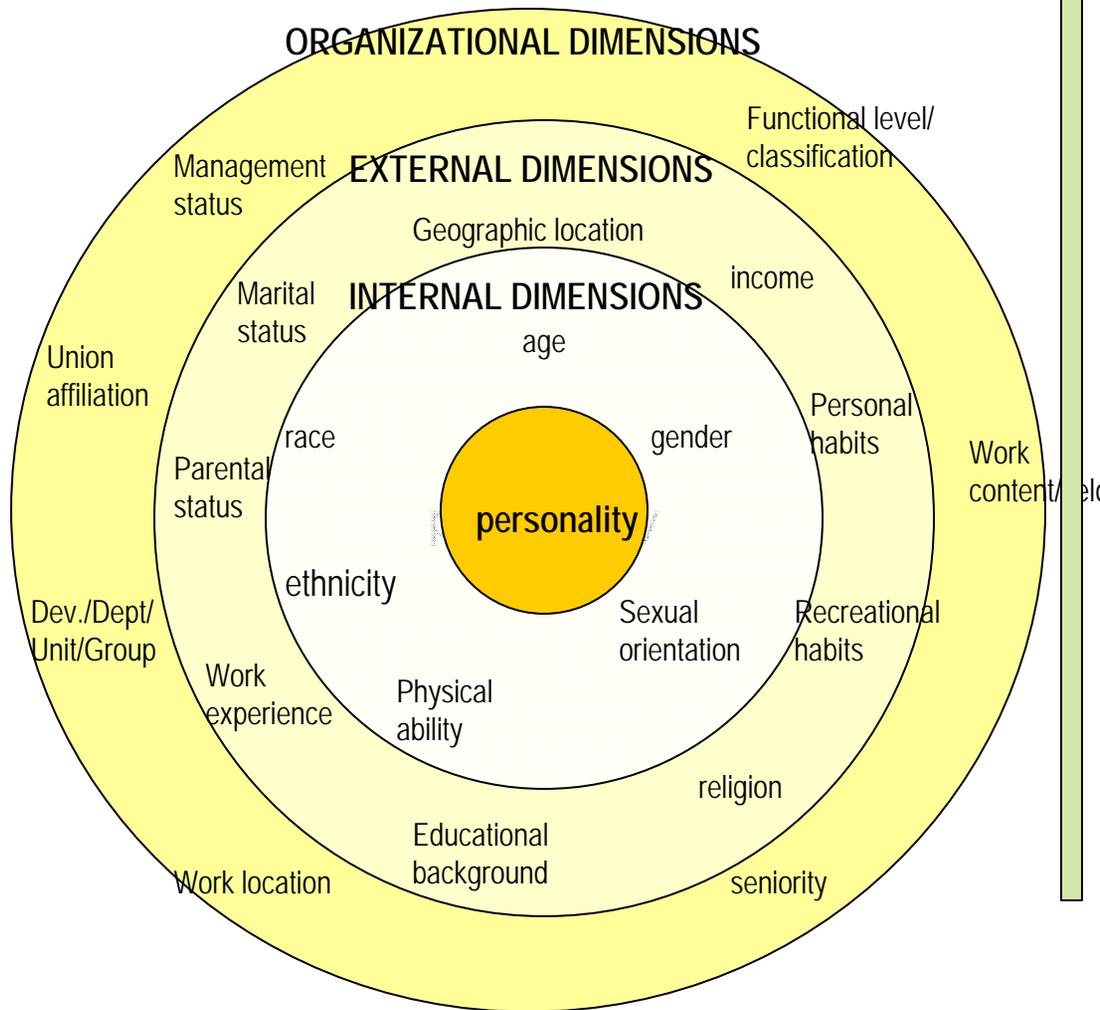
These are factors relating to our life experiences and choices that influence our opportunities, attitudes, as well as the assumptions that others have about us from an individual to organizational level.

Gardenswartz and Rowe's (1995)

Culture and Diversity

- **Culture is a set of learned and shared beliefs and values that are applied to social interactions and the interpretation of experiences. Individuals will often embrace more than one culture at the same time.**
- **Diversity is the many manifestations of culture.**

Dimensions of Culture Influence Behavior



1. Sense of self and space
2. Communication and language
3. Dress and appearance
4. Food and eating habits
5. Time and Time Consciousness
6. Relationships
7. Values and Norms
8. Beliefs and attitudes
9. Mental Processes and Learning
10. Work Habits & Practices

Cultural Competency

Cultural Competency is a set of skills, knowledge and attitudes, which enhance an individual's:

- 1. Awareness of his or her own assumptions and values as well as other prevailing attitudes toward culture within the United States;**
- 2. Understanding of and respect for other's values, beliefs and expectations; and**
- 3. Ability to adapt his or her interactions to be more congruent with other's expectations and preference.**

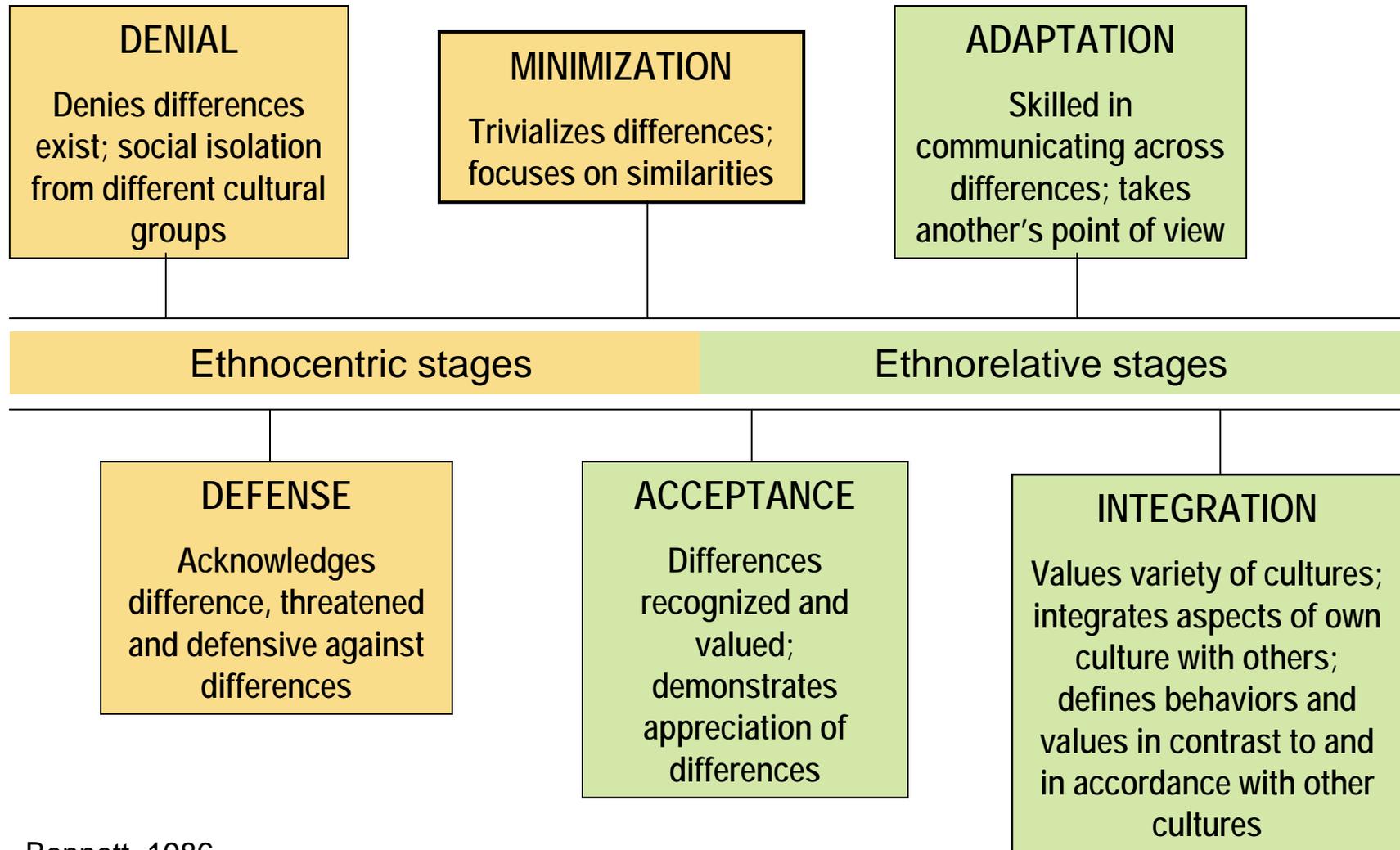
Development Model of Intercultural Sensitivity

Two Stages

Ethnocentric: using your own set of standards and customs to judge all people, often unconsciously;

Ethnorelative: a person that is comfortable with many standards and customs and who can be effective interpersonally by adapting his/her behavior and judgment ;

Development Model of Intercultural Sensitivity



Bennett, 1986

EE/C Education and Diversity Resources

- **What's Fair Got to Do With It: Diversity Cases from Environmental Educators**
- Available from NAAEE (www.naaee.org/publications) – NAAEE members receive a 10% discount when ordering through the Association.
- Also available from WestEd (<http://www.wested.org/cs/we/view/rs/727>) (20-30% discount when ordering 25 or more copies)

Online Courses

- Making EE Relevant for Culturally Diverse Audiences (MEER)
- Fundamentals of Environmental Education
- Applied Environmental Education Program Evaluation
- Strategic Planning and Implementation
- http://eetap.org/pages/article.ee_program_profiles.2006.04.php

EE/C Education and Diversity Resources Helpful Resources

➤ Cultural Diversity & EE/CE

<http://naaee.org/ee-and-cultural-diversity>

THANK YOU

**ENVIRONMENTAL EDUCATION
AND TRAINING PARTNERSHIP**