

# **Diversity: A Personal Choice Is an Outward Impact**



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# Awareness of Culture

## Our Culture

- thoughts, belief systems, values, practices, and behaviors of a person(s) in a set of distinctive and collective area(s)
- influenced by our dimensions of diversity

## Our Awareness

- shapes our worldview
- impacts our style of communication and interaction
  - different and abnormal?
  - same without individualism?



# Hispanic vs. Latino – Me!

- Hispanic means “of Spain or Spanish-speaking countries.”
- Latino means “from or related to Latin America.”
- Some Spanish speaking countries such as Spain, are not in Latin America.
- Some Latin American countries, such as Brazil, are not Spanish-speaking countries.
- Latin also refers to languages that developed out of ancient Rome, including French and Italian.
- Latino, as used in the United States, refers to the geography of Latin America, not necessarily to languages.



**Each person is representative of a mixture of  
“cultures and experiences” ...**

SAMHSA, Office of Minority Health, and Health Resources and Administration, *Quality Health Services for Hispanics: The Cultural Competency Component*, 2001.

**Your personal choice of awareness impacts others!**



# 8 Rs of Talking about Race

- **Respect** – approach conversations with respect
- **Reflect** – put aside your preconceptions
- **Resign** – examine your motivation and embrace the discomfort
- **Research** – find out what you don't know
- **Relearn** – listen and be open to questions
- **Reset** – internalize what you learned
- **Reboot** – commit to change
- **Recognize** – acknowledge your privilege

# 8 Rs – Respect – My Impact

- Approach conversations with respect, and be aware of cultural norms in a variety of contexts.
- Gain credibility by supporting values and strengths from culture of origin and showing appreciation for differences.
- Realize the different types of cultural strengths that enhance.

**Don't remove my individuality to remove the judgement.**

- I am yelled at in order to help my English comprehension.
- I am told I need to follow the American customs or go home.

# 8 Rs – Reflect – My Impact

- Put aside your preconceptions.
- Encourage cultural aspects as part of a dialogue.

**Don't judge a book by its cover, so get to know me.**

- It is assumed I'm undocumented in spite of my U.S. birth.
- I am mistaken for at-risk or SPED due to a language barrier, and it is shocking that I pursued a university terminal degree.
- I am mistaken for blue collar work no matter my dress or the location or event I am attending.

# 8 Rs – Resign – My Impact

- Examine your motivation, and embrace the discomfort of not knowing.
- Recognize that others are likely to possess distinctive world views that differ, and attempt to understand and work within that cultural framework.

**My foreign language speaking abilities stem fear and competitiveness.**

- I am told to speak English ONLY because others might think I am talking about them. ELL is seen as a hindrance, not a skill.
- I am denied projects due to language deficiency, yet my bilingual ability is used to fulfill needed tasks.

# 8 Rs – Research – My Impact

- Find out what you don't know.
- Acknowledge and use similarities and differences to shape and enhance relationships.

**My opinion may be different, but it may bring strength to the norm.**

- My life choices are judged as odd and “that’s weird” in comparison to American culture norms.
- I am thought to be subservient rather than making a choice.



## 8 Rs – Relearn – My Impact

- Listen and be open to questions.
- Adopt a different perspective, and do not view problems as wholly residing within that different culture.

**A viewpoint is just that, one point only, so learn another.**

- My confusion becomes a teacher's annoyance, so "I shut down" and so do the opportunities for both of us.
- My knowledge is seen as useless because it is not from "here".

# 8 Rs – Reset – My Impact

- Internalize what you learned.
- Recognize that others may possess culturally-distinctive social norms and communication styles, and that is okay!

**Awareness is more than restaurant appreciation.**

- I am the first to be seen regarding negative issues in HR.
- I am reprimanded for disrespect due to cultural differences such as eye contact, language, high communication contexts, time perception, etc.

# 8 Rs – Reboot – My Impact

- Commit to change.
- Validate other cultural norms to elicit new relationships.
- Set collaboration goals that are consonant with culture and context.

**Cultural insertions is not the act of Multicultural fluency.**

- I am the last selected for leadership, growth opportunities because as a Mexican woman I should be happy as is.
- I am, at times, seen and referred to as though I were a totem for “Minority-kind”.

# 8 Rs – Recognize – My Impact

- Acknowledge your privilege and others' skills.
- Affirm distinctive world views, and raise awareness of the often harmful impact of the dominant culture.
- Facilitate identity development, enabling others to understand, accept, and value their own differences and differences of others.

**The playing field is not level.**

**I am doing this presentation in a foreign language!**

# Questions?

# Thank You!



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