Why Should We Care To Be Culturally Responsive?

- Increased Community Engagement
- Reduced Misunderstandings
- The Effect of Unconscious Bias
- What Keeps Community Subgroups From Joining, Participating, & Volunteering in PTA?
Why Should We Care To Be Culturally Responsive?

- Cultivating independence and agency in PTA board leaders
- Strengthening all relationships, with more respect, care & kindness

Meet the board members, volunteers, and community members where they are **are**, …to help get them to where they need to **be**.
# Understanding Culture - Activity

## Thinking On Your Feet

<table>
<thead>
<tr>
<th>Description</th>
<th>Purpose</th>
<th>Most Effective Use(s)</th>
<th>Validated &amp; Affirmed Cultural Behaviors*</th>
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<tbody>
<tr>
<td>The PTA leader shares a list of questions that have two potential answers or choices. Participants stand. Participants move to a place in the room, or side of the table, that corresponds with their answer.</td>
<td>Give board members, volunteers, community members a chance to talk about a current issue or review information being shared. To hear the wisdom of the group. To practice thinking and making decisions.</td>
<td>Lets participants tap into what they already know or have experienced. Easy entry to a new challenging concept. Good way to review what was discussed or presented. Comprehending and analyzing ideas.</td>
<td>Sociocentric Dynamic Attention Span Interpersonal Communalism Validates volunteers home culture.</td>
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*Dr. Sharokky Hollie
Why Did You Choose YES or NO?
Where does your opinion come from?

YES                      NO

“Why & Where”
Would Tell a Stranger if They Had Spinach in Their Teeth?

**YES**  “In their teeth”  **NO**
Definitions of Culture


"Culture has been defined in a number of ways, but most simply, as the learned and shared behavior of a community of interacting human beings" (p. 169).


"Culture: learned and shared human patterns or models for living; day- to-day living patterns. these patterns and models pervade all aspects of human social interaction. Culture is mankind's primary adaptive mechanism" (p. 367).
Personal Culture Mapping

• Many people think culture is ethnicity

• Culture is ethnicity AND:
  • Gender
  • Where you grew up and where you live now
  • What industry you work in and/or volunteer in
  • Hobbies / Recreational Activities
  • Family / Close Friends
  • What Else?
Do You Prefer to Work Alone, or in a Group?

YES  “Alone or Group”  NO
Personal Culture Mapping – Table Activity

• Create your Cultural Map

• Find someone at your table that has the first circle labeled

• Map Sharing
Do You Believe a Firm Handshake is a Good Indicator of Character?

YES  

"Handshake"  

NO
The Human Brain

• The human brain is guided by two interconnected prime directives:
  ➢ minimize threats
  ➢ maximize well-being

Our individual definition of what feels threatening/rewarding might be different from our membership, our volunteers, and our board members.
The Human Brain

The human brain is hardwired to connect with others

Positive relationships keep our safety detection and threat detection systems in check
If You Believed You Had Tried Your Best, Yet Achieved 59.4% in a Class, Would You Advocate For a Grade Change?

**YES**

“Grade Change”

**NO**
- Food
- Visual Arts
- Language

- Performing Arts
- Clothes

- Communication
- Courtesy
- Eye Contact
- Personal Space
- Concept of Time
- Rules of Conduct
- Patterns for handling emotions

- Proximity
- Non-Verbals
- Conversational patterns
- Tone of Voice
- Patterns of group decision making
- Preferences for cooperation, or competition
Levels of Culture

Surface Culture
- Observable patterns
- Low emotional impact on trust
- Holidays
- Holidays
- Reconnection
- Traditions
- Food

Shallow Culture
- Unspoken rules
- High emotional impact on trust
- Concepts of time
- Acceptable food sources
- Personal space
- Ways of handling emotion
- Eye contact
- Being honest
- Nature of relationships
- Being present
- Non-verbal communication
- Acceptable work
- Child rearing principles

Deep Culture
- Collective unconscious (beliefs & norms)
- Intense emotional impact on trust
- Decision-making
- Concepts of self
- World view
- Definitions of kinship & group identity
- Cosmology (how the world began)
- Spirituality & concept of a higher power
- Notion of fairness
- Preferences for competition or cooperation
- Relationship to nature and animals
Do You Usually Wait Until Someone Has Finished Speaking Before Interjecting Your Own Opinion?

YES

“Interjecting”

NO
Discussion Protocols / Movement Activities

• Validate & Affirm*
  • Make Legitimate
  • Make Positive

• Build & Bridge
  • Make connections through training & Beam building activity
  • Provide opportunities for Situational Appropriateness

• Tell a story
  • Involve Movement
  • Small Group or Private Participation
  • Large Group Presentation

* Dr. Sharokky Hollie
Do You Consider Yourself a REALLY Good Listener?

YES

“Good Listener”

NO
Choice, Power, and Code Switching

• What has shaped you?

• What cultural group do you belong to?

• Define different identities YOU bring to PTA

• Every person gets to choose how they identify themselves

• Cultural humility acknowledges the uniqueness of each individual
Do You Enjoy Speaking In Front of Groups of People?

YES

“in Front of Groups”

NO
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<tr>
<th>Awareness is the Beginning</th>
<th>Other Focused Partnerships/Relationships</th>
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<th>Constant Self Re-Evaluation</th>
<th>Build a Community of Continuous Learners &amp; an Open and Safe PTA Environment</th>
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<td><img src="image3.png" alt="Image" /></td>
<td><img src="image4.png" alt="Image" /></td>
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Resources

• Website for more hands on activities and articles to share with your board: https://www.tolerance.org/


• Reading list suggested for avid readers’ book club: http://fortune.com/2017/06/30/raceahead-summer-reading-list-2017/

• Personal and Professional development: Haas Institute for a Fair and Inclusive Society https://vcresearch.berkeley.edu/research-unit/haas-institute-fair-and-inclusive-society
Thank You For Joining Us Today

Information based on an original presentation by J. Williams and J. Parks.

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