

Voices of Diversity

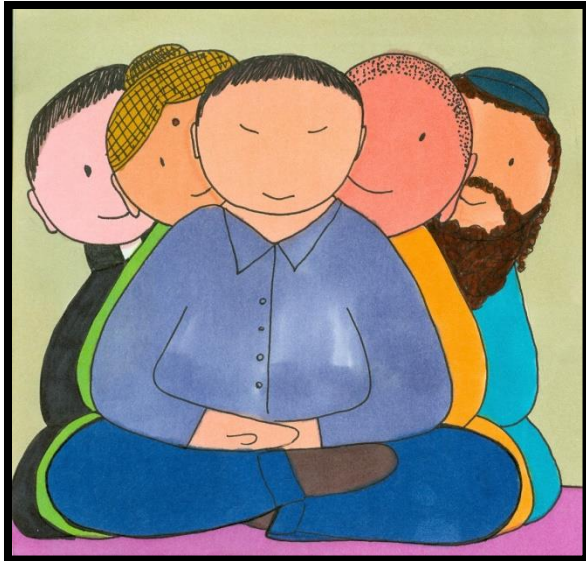
Exploring Multicultural Identities in Independent Schools



Dr. Lori Langer de Ramírez

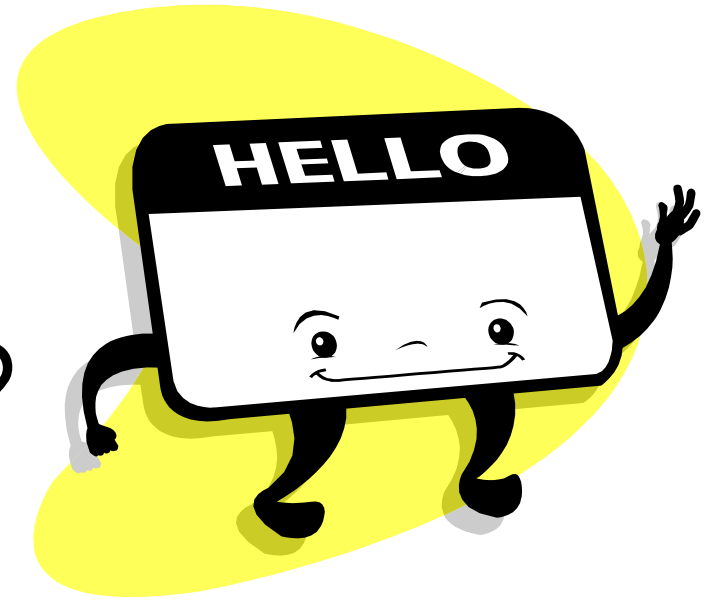
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An overview...



Introductions...

1. What's in a name?



2. “One thing you wouldn’t know about me just by looking...”



Some challenges...



VISIBLE THINKING

Step Inside: Perceive, Know about, Care about

A routine for getting inside viewpoints

Three core questions guide students in this routine:

- What can the person perceive?
- What might the person know about or believe?
- What might the person care about?

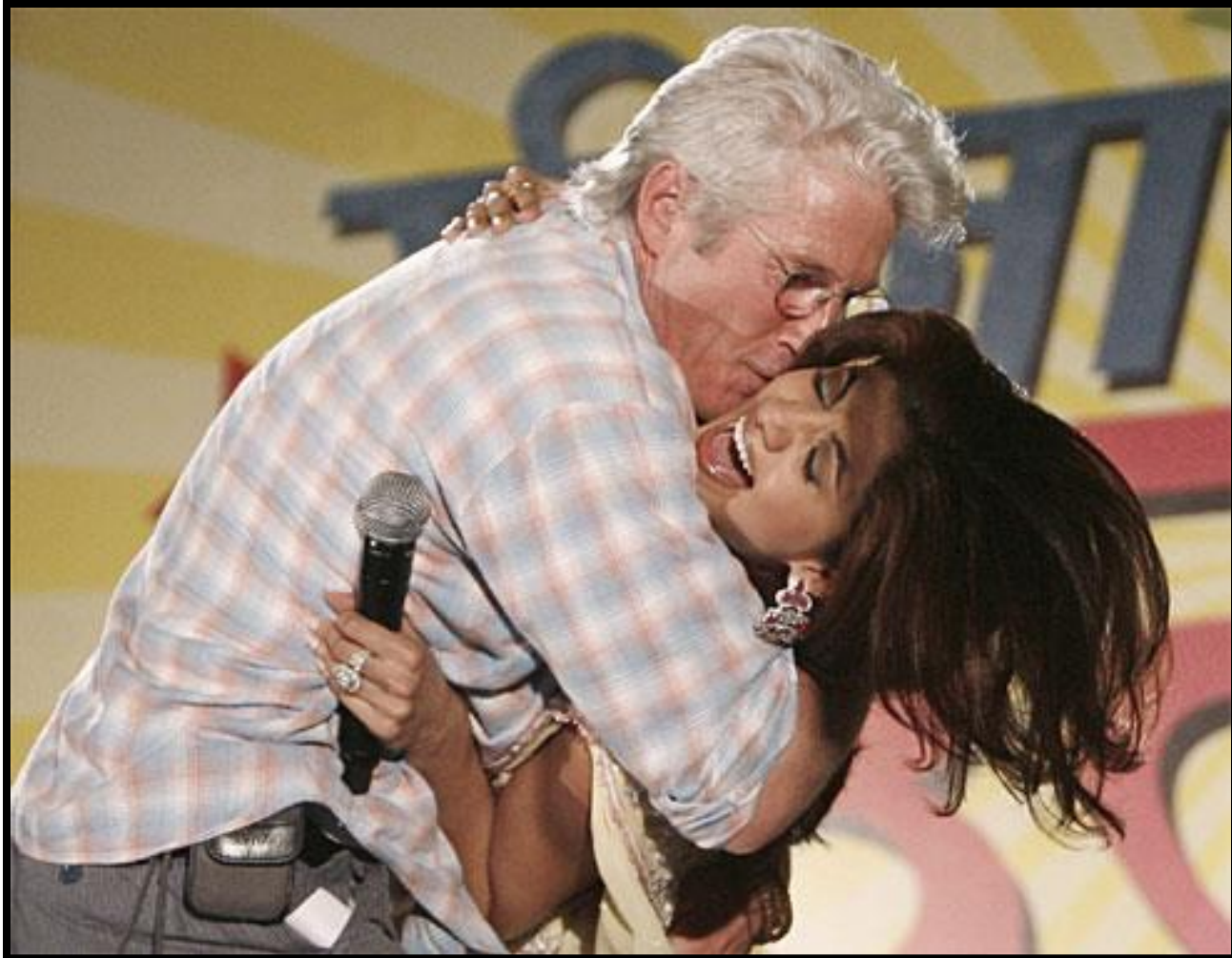
<http://www.visiblethinkingpz.org>





The seven original Mercury astronauts used parachute pieces to make hats and clothes during a 1960 training exercise in the Nevada desert.

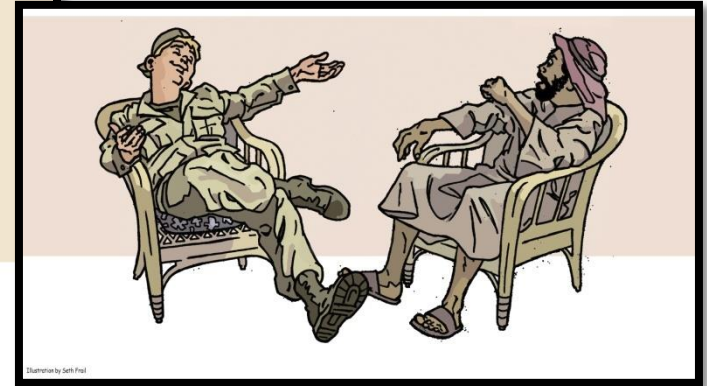
Multicultural faux pas #1: In entertainment



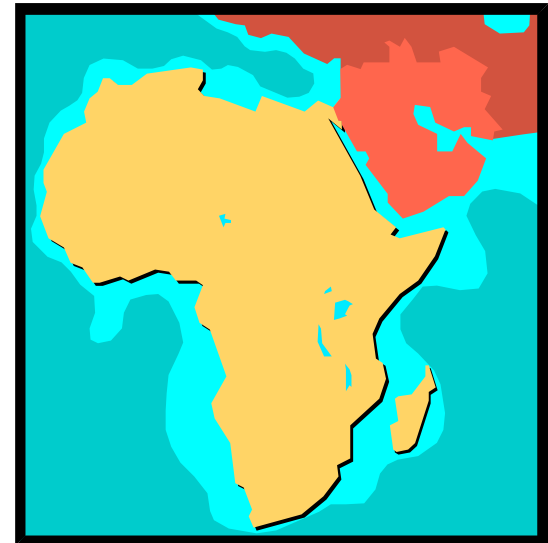
Multicultural faux pas #2: In politics....



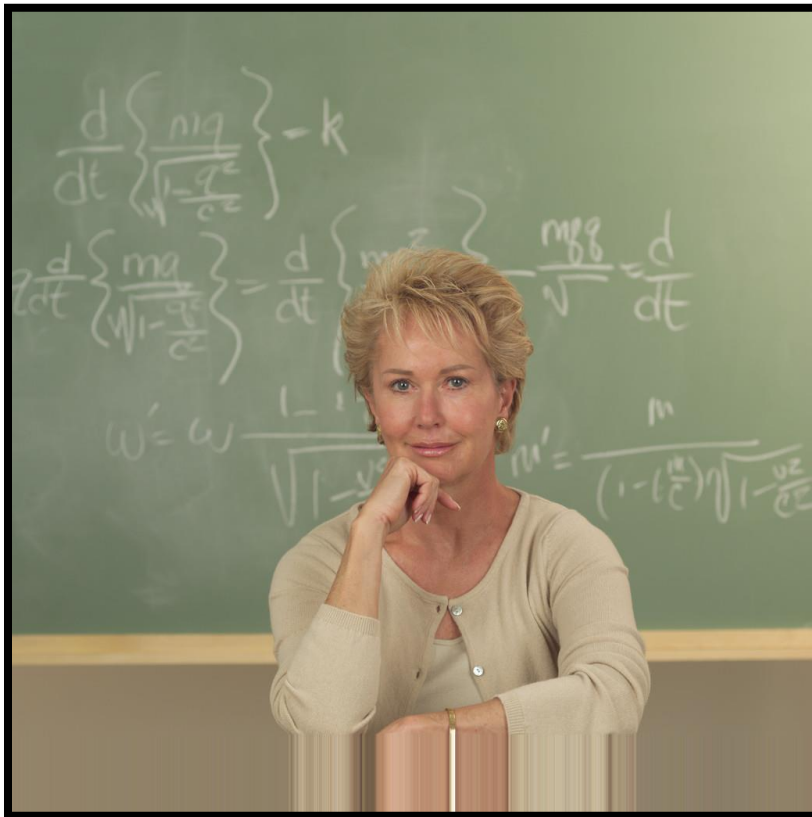
Multicultural faux pas #3: During wartime...



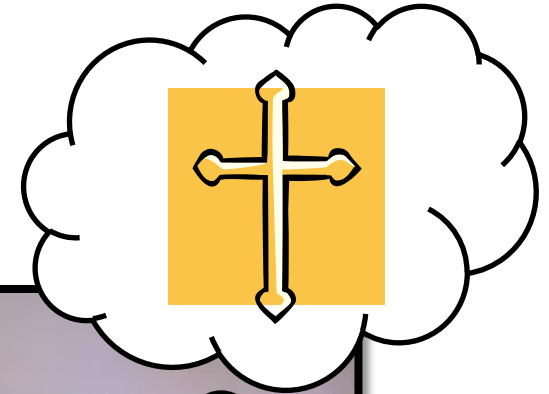
Multicultural faux pas #4: In business...



Multicultural faux pas #4: In schools...



Multicultural faux pas #5: “Tell us all about...”



And so the pendulum swings the other way...





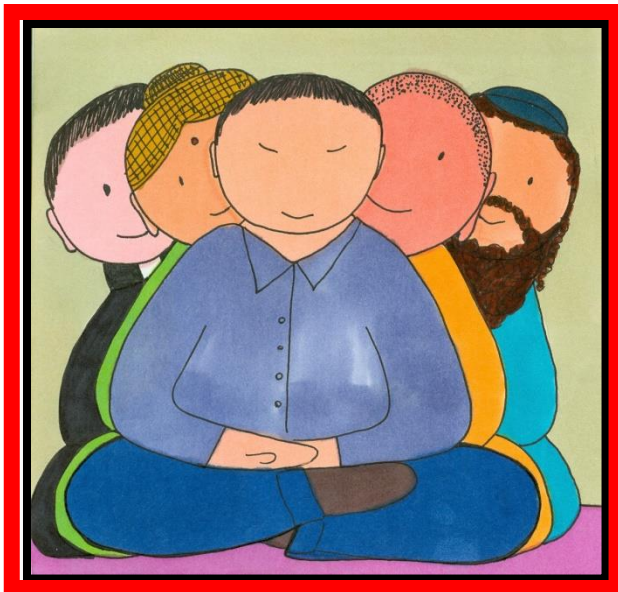
n the way to Grandma's house, Red Riding Hood was accosted by a wolf, who asked her what was in her basket. She replied, "Some healthful snacks for my grandmother, who is certainly capable of taking care of herself as a mature adult."

The wolf said, "You know, my dear, it isn't safe for a little girl to walk through these woods alone."

Red Riding Hood said, "I find your sexist remark offensive in the extreme, but I will ignore it because of your traditional status as an outcast from society, the stress of which has caused you to develop your own, entirely valid, worldview. Now, if you'll excuse me, I must be on my way."

- From *Politically Correct Bedtime Stories*, James Finn Garner

Let's talk about us!



The Cultural Iceberg

Surface Culture

Food
Flags Festivals
Fashion Holidays Music
Performances Dances Games
Arts & Crafts Literature Language

Deep Culture

Communication Styles and Rules
facial expressions gestures eye contact
personal space touching
body language tone of voice
handling and displaying of emotion
conversational patterns in different social situations

Notions of:

courtesy and manners
friendship leadership
cleanliness modesty beauty

Concepts of:

self time past and future
fairness and justice
roles related to age, sex, class, family, etc.

Attitudes toward:

elders adolescents dependents
rule expectations work authority
cooperation vs. competition
relationships with animals age sin death

Approaches to:

religion courtship marriage raising children
decision-making problem-solving

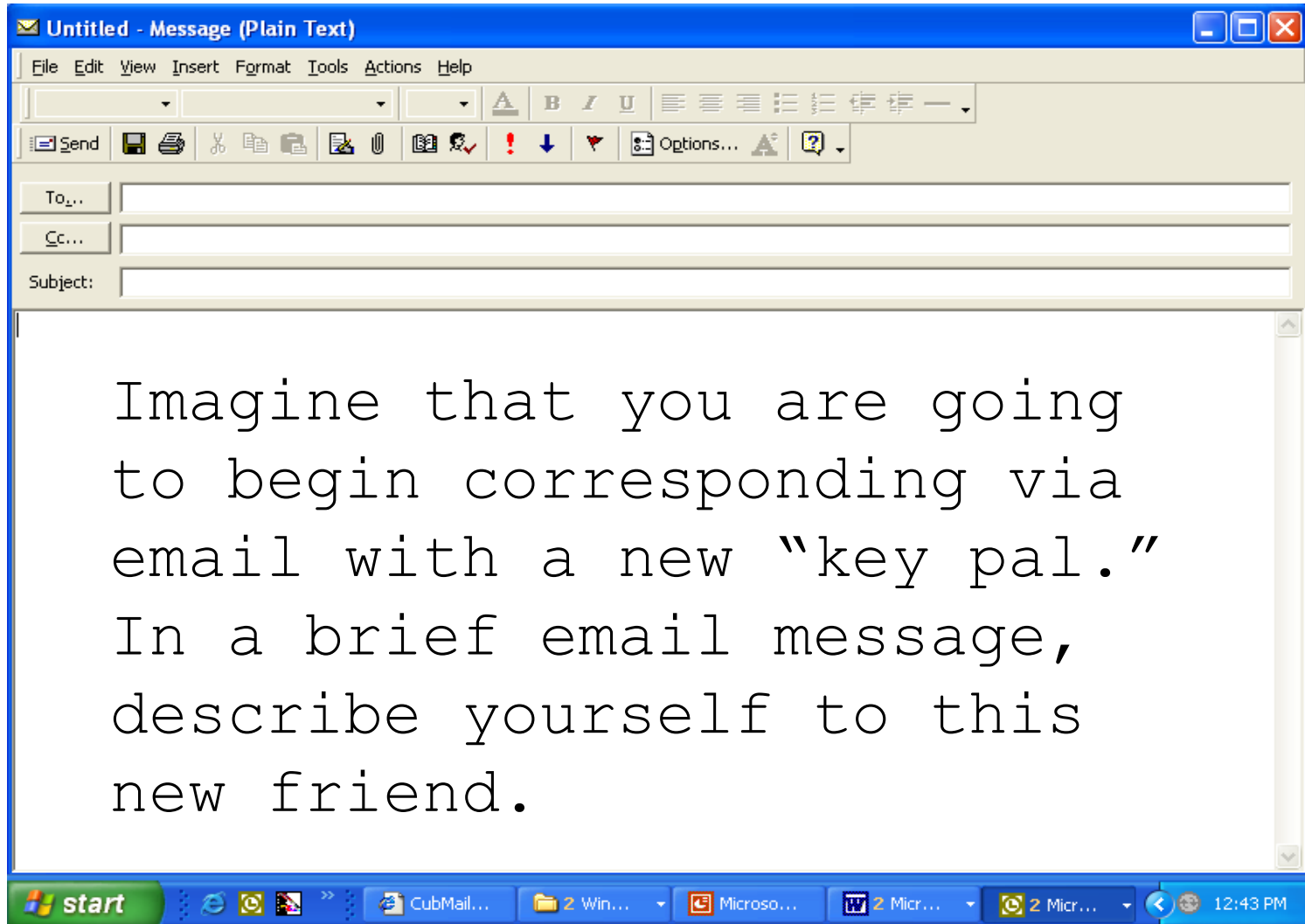
What's in your...



invisible knapsack?

McIntosh, P. (1989). White Privilege: Unpacking the Invisible Knapsack. *Peace and Freedom* (July/August), pp. 10-12.

activity #1



activity #2

- Race
- Ethnicity

Gender

Age

Physical Abilities

Religion

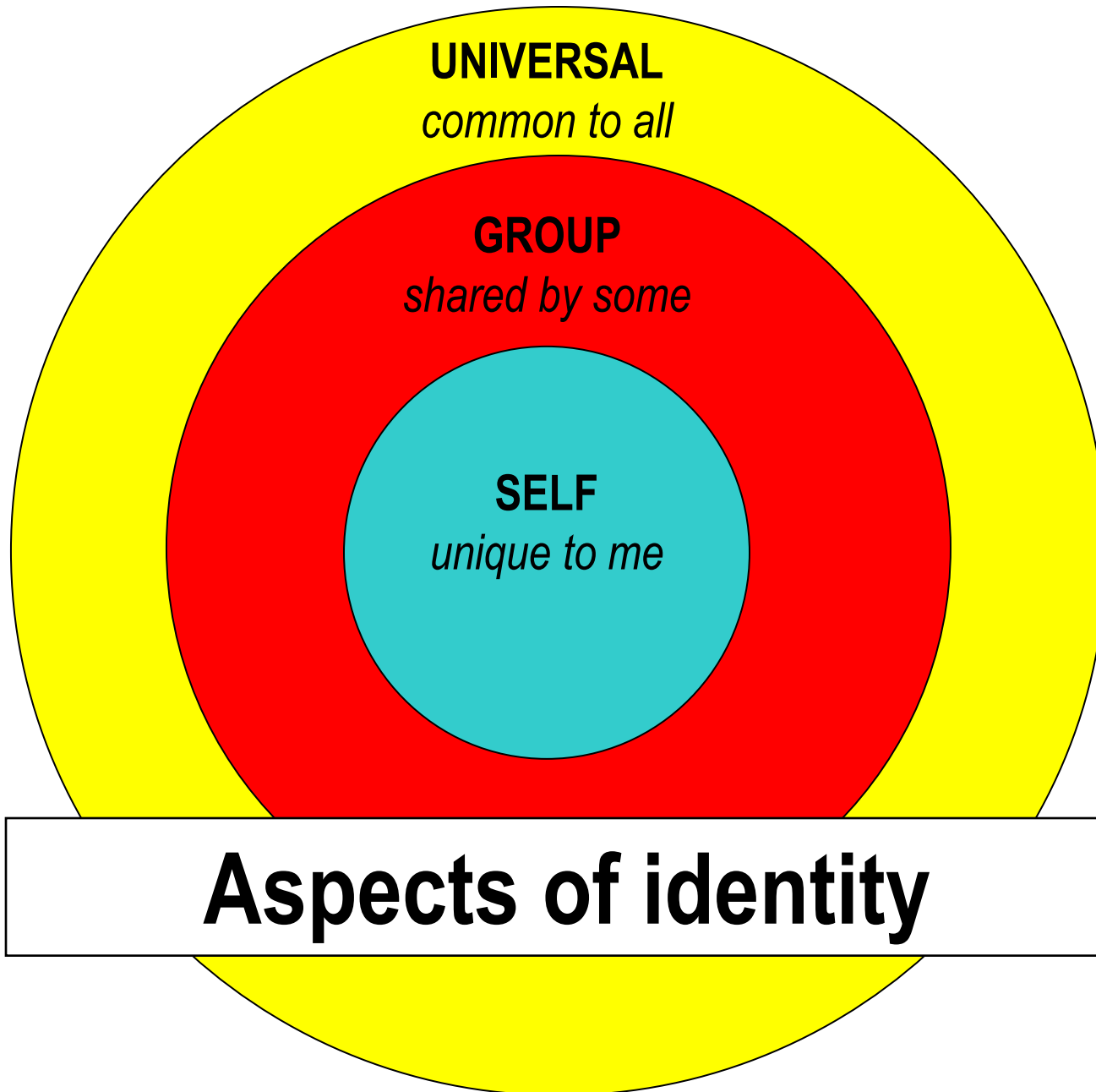
Language

Socioeconomic status

Sexual orientation

Learning Abilities/Styles





UNIVERSAL
common to all

GROUP
shared by some

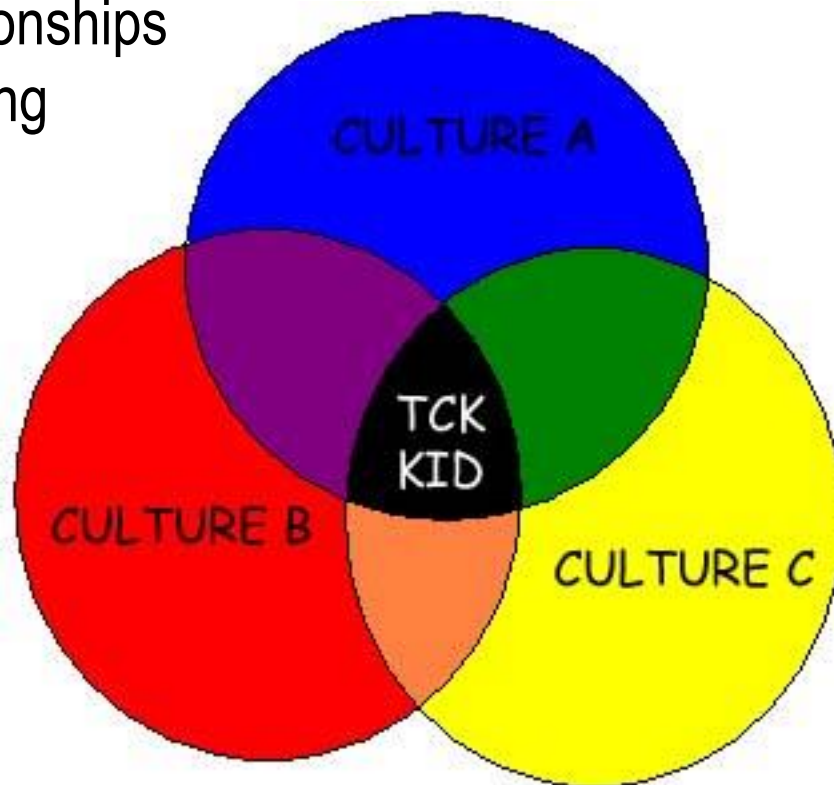
SELF
unique to me

Aspects of identity

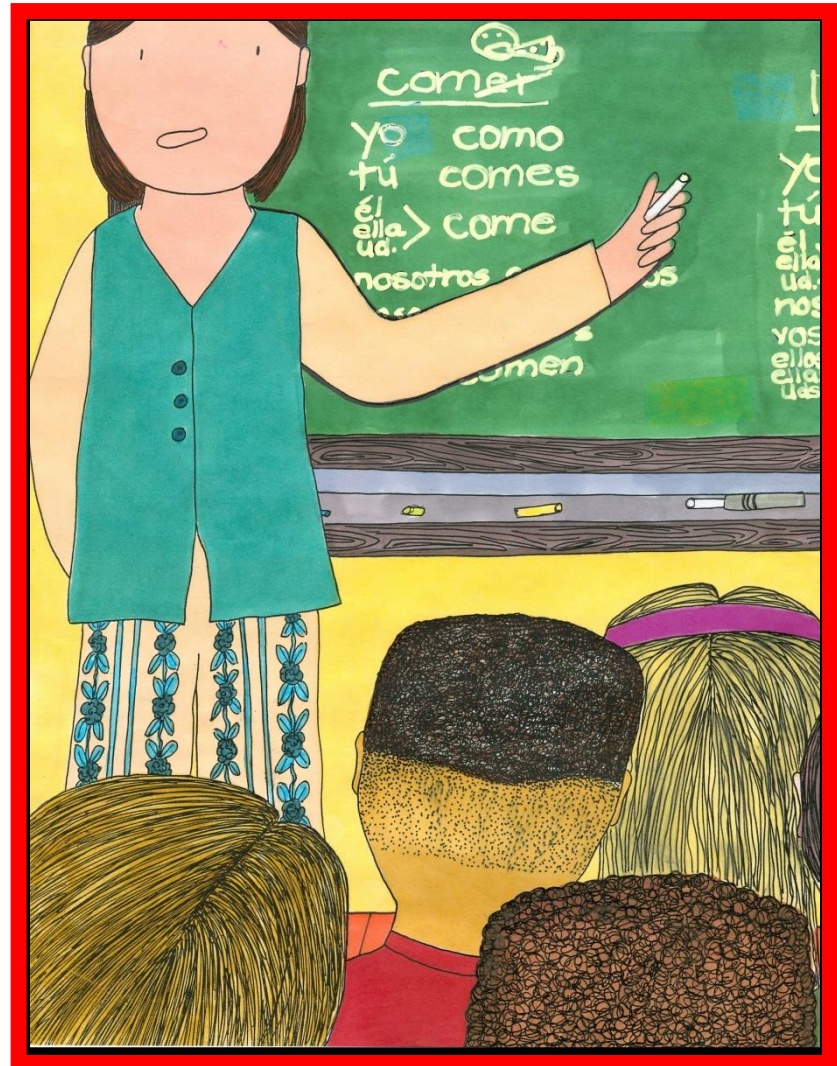
Third-culture kids

“A third culture kid is a person who has spent a significant part of his or her developmental years outside their parents’ culture.

The third culture kid builds relationships to all the cultures, while not having full ownership in any. Although elements from each culture are assimilated into the third culture kid’s life experience, the sense of belonging is in relationship to others of the same background, other TCKs.”.



What about the classroom?



**A Brief History
of Education**



“banking concept of education”

deposit

“a gift”

tabula rasa

Freire, P. (2000). *Pedagogy of the oppressed*. New York: Continuum.

multicultural approaches

The Contributions Approach

popular heroes,
holidays,
foods, festivals,
performances,
celebrations



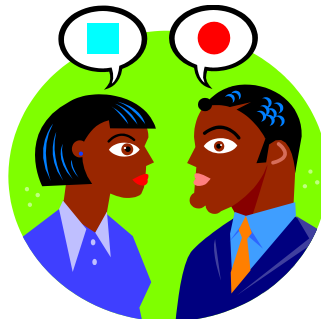
The Additive Approach

literature, concepts,
themes are added;
curriculum is not
changed, but
rather expanded



The Transformation Approach

The structure of
the curriculum
is changed to
allow for a
variety of
viewpoints



The Social Action Approach

students are
encouraged
to give opinions,
make decisions
and take action



Banks, J. A., & Banks, C. A. (2003). *Multicultural education: Issues and perspectives*. New York: John Wiley & Sons, Inc.



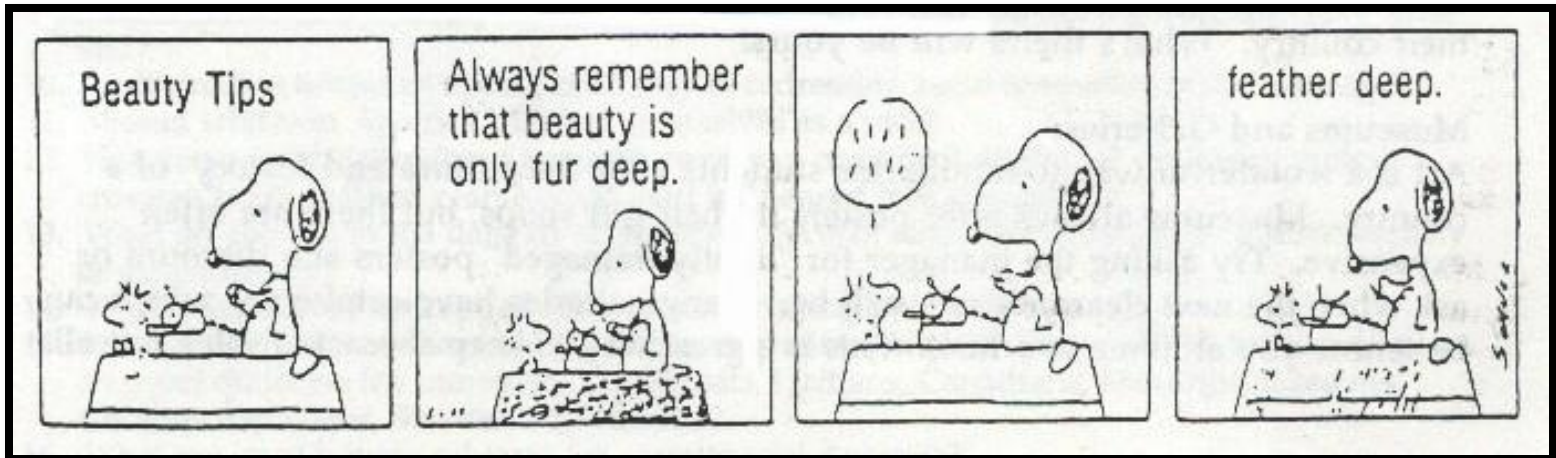
21st Century Skills



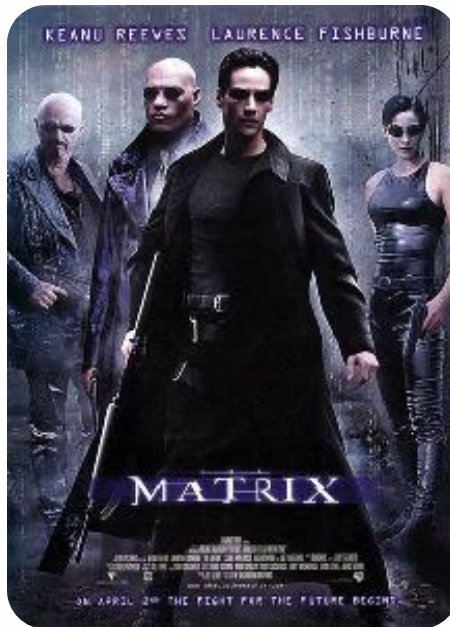
Communicating and collaborating with teams of people across cultural, geographic and language boundaries



Beauty is...



Lenses...



...windows and mirrors...

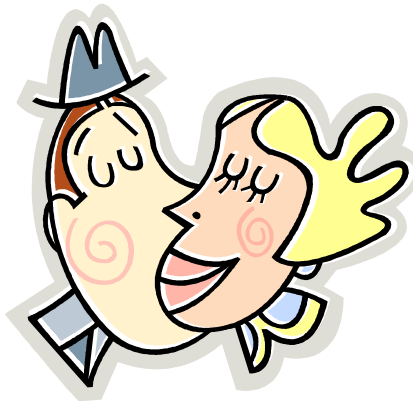


Stiles, E. (1988). *Listening for all Voices*, Summit, NJ.

CULTURES

Interact with cultural competence and understanding

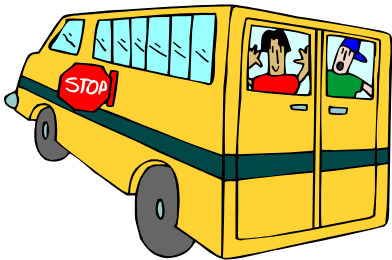
Learners use the language to investigate, explain, and reflect on the relationship between the **practices** and **perspectives** of the cultures studied.



CULTURES

Interact with cultural competence and understanding

Learners use the language to investigate, explain, and reflect on the relationship between the **products** and **perspectives** of the cultures studied.



Kids respect your elders... PLZ!! :!(



Perspectives



Why?

How?

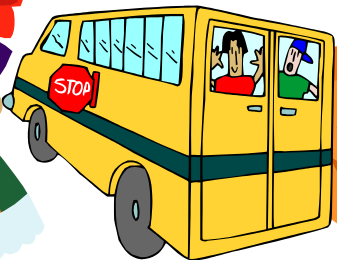
What?



Practices



Products



→ Examples of cultural practices

- Patterns of behavior accepted by society
- Social interaction in a specific cultural context
- Personal, small group, or societal
- What to do when and where
- How to interact
- They may be things such as:
 - rites of passage
 - the use of formal and informal language
 - the social “pecking order”
 - the use of personal space
 - when to embrace or shake hands



→ Examples of cultural products

- **Concrete aspects of daily life**

Tools, foods, laws, games, etc.

- **Tangible and intangible**

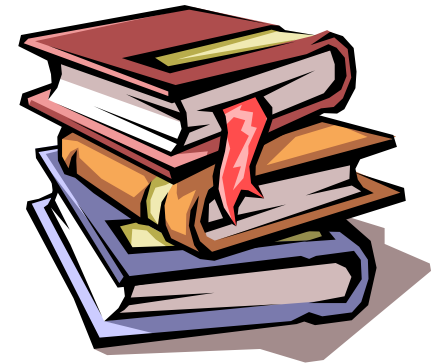
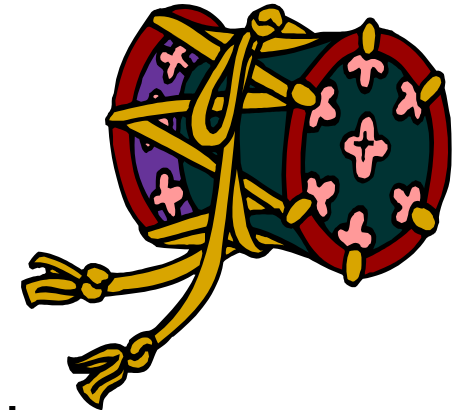
Paintings, monuments, work of literature, an oral tale, a system of education

- **Inventions and innovations**

Foods, gadgets, forms of transportation, processes, etc.

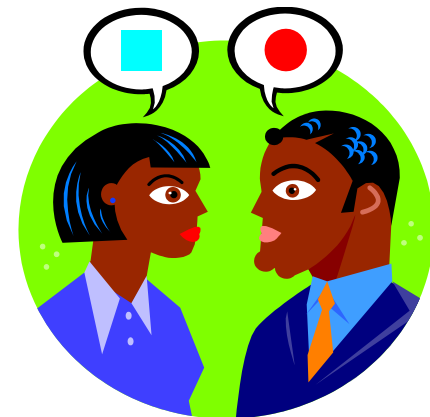
- **Aesthetic expressions**

Music, literature, art, etc.



→ Examples of cultural perspectives

- Traditional ideas, attitudes, and values
- Underlying beliefs or values that justify a product or practice
- What individuals think or do from their own particular points of view
- World view, belief system
- The *perspectives* of a culture are often difficult to articulate for one's own culture
- They are even more difficult to articulate for another culture





recordar

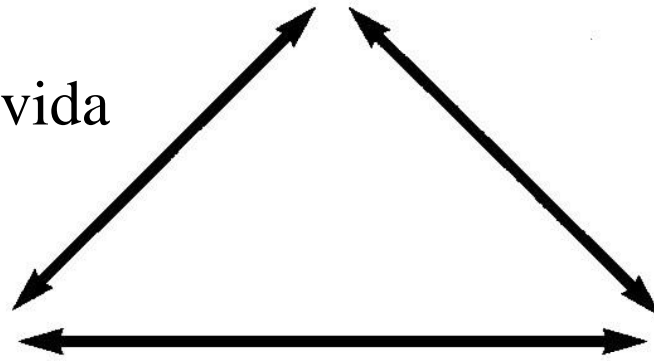


AFP/Getty Images

celebrar

Perspectives

el ciclo de la vida



calaveras

Practices

Products



Setting up an ofrenda



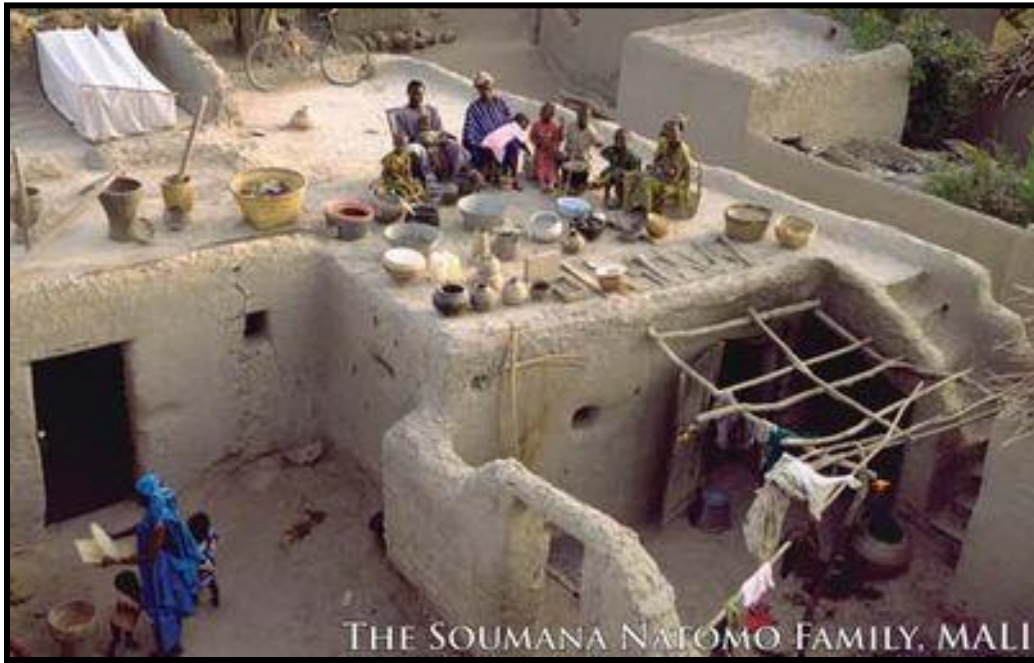
visiting the cemetery



alfeñiques



cempasúchil



Material World

www.menzelphoto.com



What the world eats: a week's worth of groceries

Mexico



Britain



USA



Australia



Canada



France



Japan



China



Turkey



Mali



India



Toy Stories

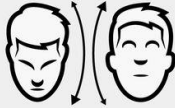


Infographics

BODY LANGUAGE AROUND THE WORLD

HEAD

Nodding your head generally means agreement or approval.



But Bulgarians and Greeks, for example, are known for their unusual manner of saying yes and no: Nodding up and down signifies a negative.

EYES



Good eye contact is expected in the West. Strong eye contact is most notable in Spain, Greece, and Arab countries.



Finns and Japanese are embarrassed by another's stare, and seek eye contact only at the beginning of a conversation.

EARS

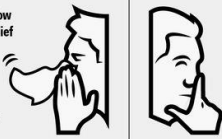
The Portuguese tug their earlobes to indicate tasty food, but in Italy this gesture has sexual connotations,



...and in Spain it means someone is not paying for their drinks.

NOSE

A hearty nose blow into a handkerchief is typical in the West, while public nose blowing is frowned upon by the Japanese.



Tapping your nose means "confidential" in England, but "watch out" in Italy.

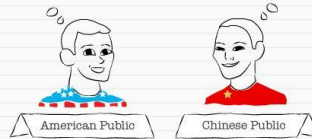
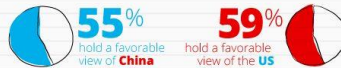
VISUAL TRENDS

How the US & China perceive each other.

*Based on findings from the US-China public perception study 2012 by the Committee of 100

Below are some of the key findings from a public study conducted in 2012 among various Chinese and American groups on their countries' perceptions of each other.

Q: What are your impressions of each other?

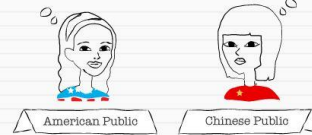


Q: What first comes to mind when you think of each other?



China is culture, history, food & The Great Wall

The USA is war & military



Other most common things that come to mind when thinking of China:

- regulations
- cheap products
- economic growth
- trade deficit
- communism

Other most common things that come to mind when thinking of the US:

- President
- cities
- tech
- freedom
- Sept. 11

HANDSHAKES AROUND THE WORLD

UNITED STATES

Introduce yourself by name with a firm handshake.



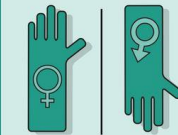
AUSTRALIA

If you're a woman shaking a man's hand, offer your hand first; women do not shake hands with other women.



MOROCCO

Gentle handshake; shake only if you're the same gender.



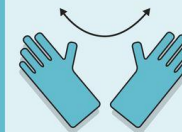
RUSSIA

Don't shake hands with the opposite sex, unless it's a business situation; a man should kiss a woman's hand.



MEXICO

Long-lasting handshake; if you're a man, it could be followed by a hug.

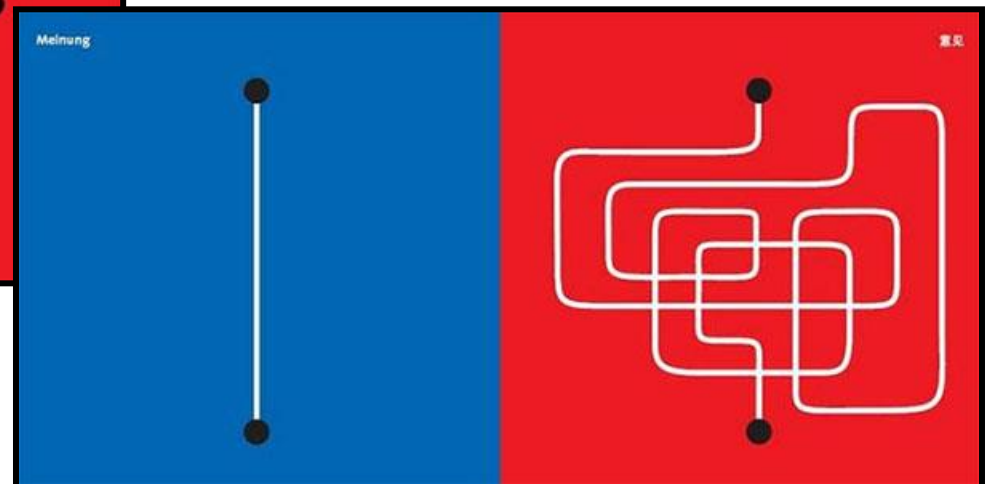
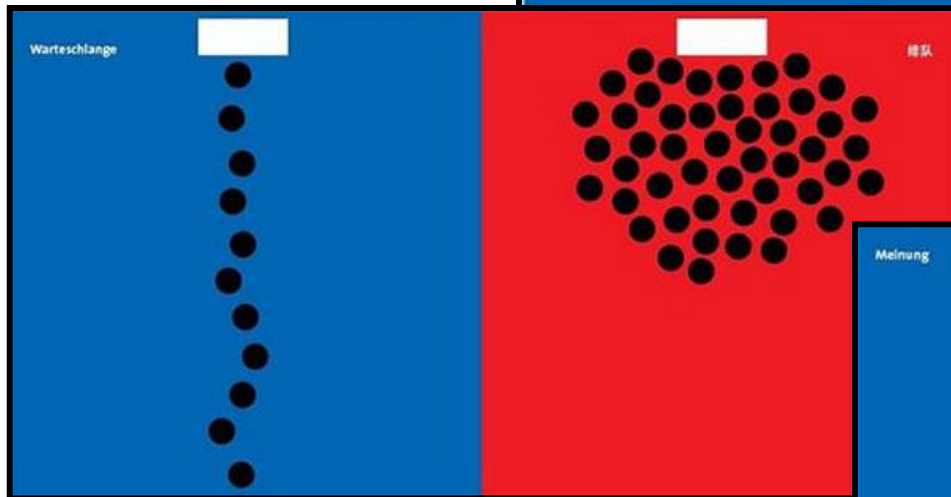
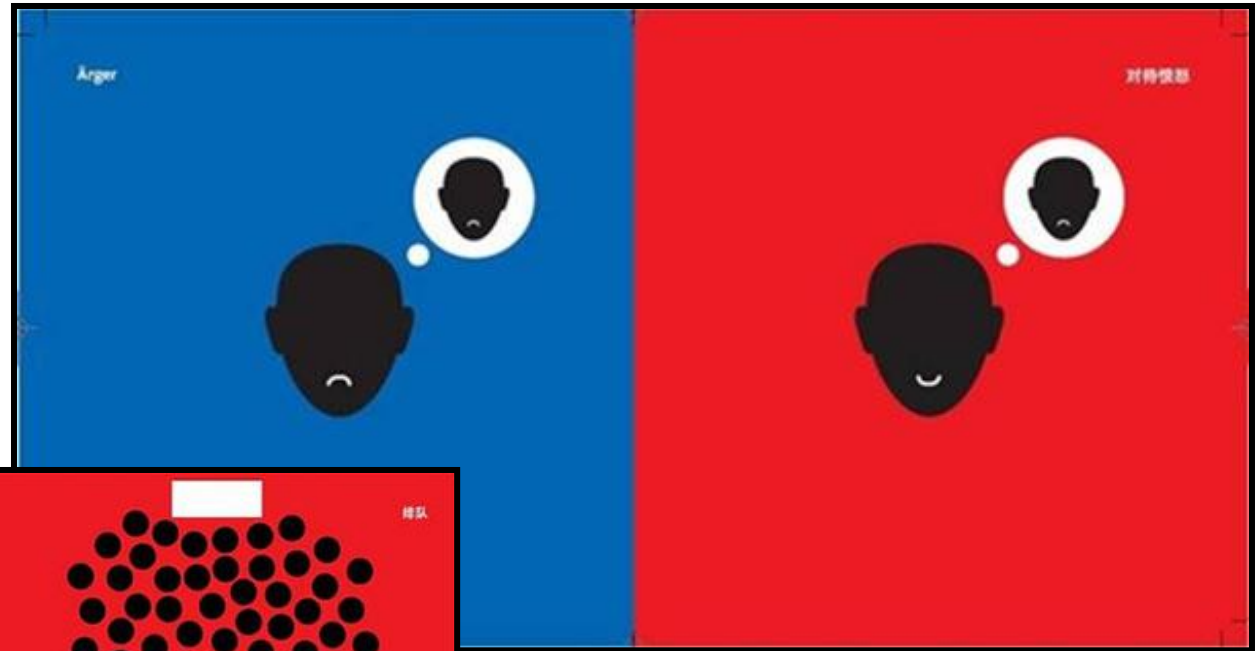


SOUTH KOREA

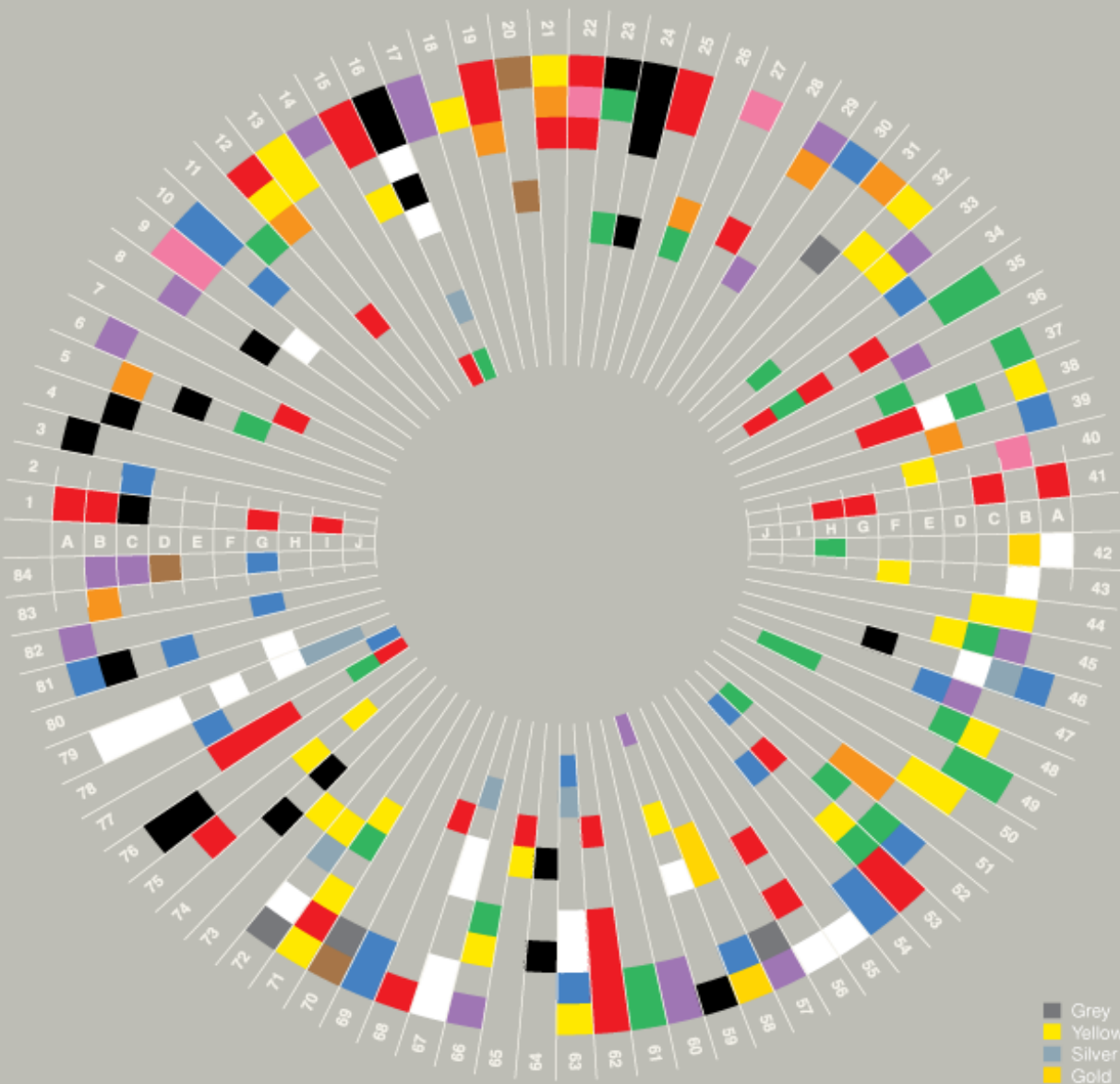
The most senior person starts the shake; use a soft grip.



East Meets West - Yang Liu



Colours In Culture

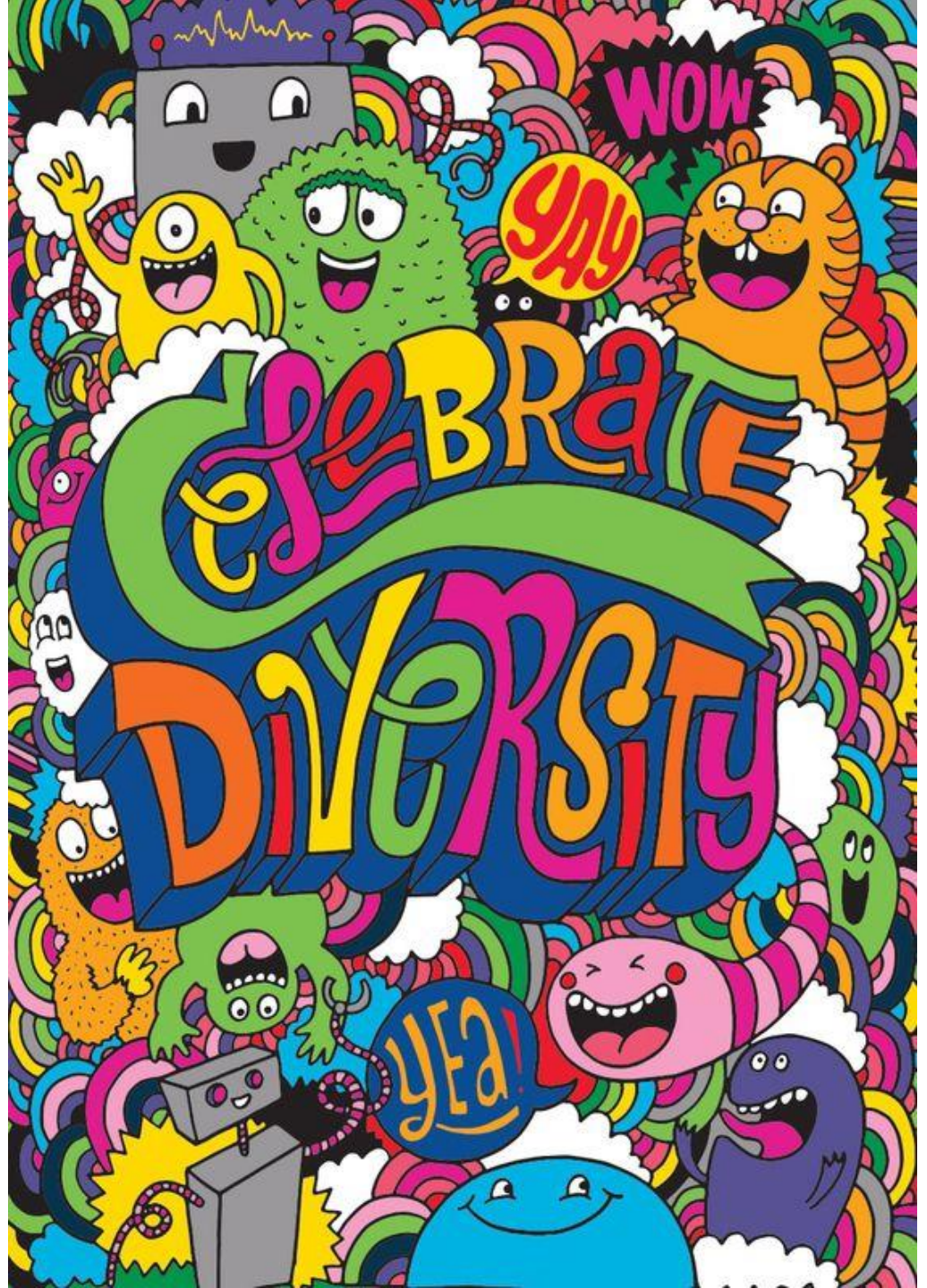


- A Western / American
- B Japanese
- C Hindu
- D Native American
- E Chinese
- F Asian
- G Eastern European
- H Muslim
- I African
- J South American

- 1 Anger
- 2 Art / Creativity
- 3 Authority
- 4 Bad Luck
- 5 Balance
- 6 Beauty
- 7 Calm
- 8 Celebration
- 9 Children
- 10 Cold
- 11 Compassion
- 12 Courage
- 13 Cowardice
- 14 Cruelty
- 15 Danger
- 16 Death
- 17 Decadence
- 18 Deceit
- 19 Desire
- 20 Earthy
- 21 Energy
- 22 Erotic
- 23 Eternity
- 24 Evil
- 25 Excitement
- 26 Family
- 27 Femininity
- 28 Fertility
- 29 Flamboyance
- 30 Freedom
- 31 Friendly
- 32 Fun
- 33 God
- 34 Gods
- 35 Good Luck
- 36 Gratitude
- 37 Growth
- 38 Happiness
- 39 Healing
- 40 Healthy
- 41 Heat
- 42 Heaven
- 43 Holiness
- 44 Illness
- 45 Insight
- 46 Intelligence
- 47 Intuition
- 48 Religion
- 49 Jealousy
- 50 Joy
- 51 Learning
- 52 Life
- 53 Love
- 54 Loyalty
- 55 Luxury
- 56 Marriage
- 57 Modesty
- 58 Money
- 59 Mourning
- 60 Mystery
- 61 Nature
- 62 Passion
- 63 Peace
- 64 Penance
- 65 Power
- 66 Personal power
- 67 Purity
- 68 Radicalism
- 69 Rational
- 70 Reliable
- 71 Repels Evil
- 72 Respect
- 73 Royalty
- 74 Self-cultivation
- 75 Strength
- 76 Style
- 77 Success
- 78 Trouble
- 79 Truce
- 80 Trust
- 81 Unhappiness
- 82 Virtue
- 83 Warmth
- 84 Wisdom

- Grey
- Yellow
- Silver
- Gold

Investigate...
Communicate...
Celebrate!



Questions? Comments?



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