

Q1. Professional Development Narratives – North Central Region

Subject Area #4: Cultural Competency

Training on cultural competency, diversity, equity, and inclusion (DEI) helps our staff advance a diverse, equitable and inclusive community and workplace. This training helps staff understand the roles of power, privilege, oppression, and social identities within our communities and organizations, and broadens understanding of historical and current barriers that impact the lives of constituents and colleagues at personal, interpersonal, institutional and culture levels. Training in DEI and cultural competency helps staff to understand their own culture, socialization and social identities and to recognize and appropriately respond and adapt to cultural similarities and differences.

Q2. Which state do you represent?

- Illinois
- Indiana
- Iowa
- Kansas
- Michigan
- Minnesota
- Missouri
- Nebraska
- North Dakota
- Ohio
- South Dakota
- Wisconsin
- Other:

Q3. Please provide your name.

First Name	<input type="text" value="Karina"/>
Last Name	<input type="text" value="Silva"/>

Q4. Please provide your email address

Q5. Provide a brief description of the professional development program that addresses Cultural Competency. [Less than 250 words.]

*If you do not offer training on Cultural Competency, please state that here, and return the survey.

Navigating Difference© is a professional development opportunity that was developed by Washington State University Extension. It enables participants to create a safe and welcoming environment for all learners with activities that respect and support individual learning styles. What is cultural competence? Cultural competence is the ability to interact and communicate effectively with people from diverse cultures, including those of a different age, socioeconomic status, ethnicity, gender, sexual orientation, ability, race, and more. Navigating Difference© is not about specific cultural groups, trying to change your values, blaming or fault finding, or creating guilt or angry situations. Navigating Difference© covers five cultural competencies: Cultural Awareness, Cultural Understanding, Cultural Knowledge, Cultural Interaction, and Cultural Sensitivity. Learners will: • Become more aware of their own personal and organizational cultures • Examine how their personal and organizational cultures affect their ability to work across difference in both negative and positive ways • Build skills to increase competencies as they work with others who are different from them

Q6. Please provide a title (or short one-sentence description) that can be used to identify the training.

Navigating Difference- Become more aware of your personal and organizational cultures and build skills to increase your cultural competencies as you work with others who are different from you. This program enables participants to create a safe and welcoming environment for all learners with activities that respect and support individual learning styles.

Q7. Describe the intended audience for this training (e.g., is it part of on-boarding for all Extension staff, does it focus on staff with a certain level of experience, is it for specific program areas, are their elements designed for unique aspect of community/county-based educators versus state specialists, etc.). [Less than 100 words.]

All Extension staff, faculty, and volunteers. It is optional and not required. We have also contracted with many non-profits and organizations to deliver the workshop to their staff.

Q8. What are the core skills this training will instill in the audience? [Less than 250 words, and bulleted examples are encouraged.]

Navigating Difference© covers five cultural competencies: Cultural Awareness, Cultural Understanding, Cultural Knowledge, Cultural Interaction, and Cultural Sensitivity. Learners will: Become more aware of their own personal and organizational cultures Examine how their personal and organizational cultures affect their ability to work across difference in both negative and positive ways Build skills to increase competencies as they work with others who are different from them Participants gain: Skills to enhance their work with diverse audiences A solid foundation in intercultural communication theory and practice Opportunities to apply new learning in their work An opportunity to learn how they can be more welcoming in your daily life

Q9. Please check ALL key words that apply to this professional development opportunity.

- communication skills (personal/educator)
- communication skills (delivery programs)
- conflict (management/resolution)
- digital program delivery
- digital learning principles
- Diversity, Equity, Inclusion (DEI)
- evaluation
- facilitation
- goal setting

- leadership
- marketing
- mentorship
- needs assessments
- onboarding (included in general onboarding)
- orientation to CES (included in general onboarding)
- partners
- risk management
- reaching new audiences
- teaching skills/techniques
- volunteers (in delivering programs and teaching roles)
- volunteer (overall management and coordination)
- volunteer - systems
- other: [explain]

Q10. How is this training offered? [Check all that apply]

- Face-to-face / in person
- Live/interactive zoom/webinar (internet based, time-fixed, with the instructor)
- Asynchronous learning
- Other: Please describe:

Q11. Is this training open to other states/institutions?

- No
- Yes - How do other states/institutions access the training and describe any permissions that need to be obtained to utilize this training:

Q12. Is there a registration/tuition/fee to participants?

- No (please continue the survey)

● Yes - Please describe the cost per person and if there are differences for out-of-state participants.

There is a fee for those not a part of Iowa State University Extension and Outreach. Please contact Gayle for more information.

Q13. Provide a website for additional information, if applicable.

<https://www.extension.iastate.edu/professionaldevelopment/navigating-difference-cultural-competency>

Q14. Provide a name and contact information of someone who can answer questions about this training.

Contact Gayle Coon, Professional Development Program Specialist gcoon@iastate.edu Iowa State is also collaborating with Purdue and the University of Illinois Extension services to provide a Train the Trainer event in Illinois October 8, 9 and 10, 2024. If you are interested in becoming a trainer please contact Gayle. Navigating Difference is a signature Cultural Competency program for Iowa State Extension and Outreach. If you are interested in other programs we offer please check out this website... <https://www.extension.iastate.edu/professionaldevelopment/cultural-competency>

Location Data

Location: [\(42.0514, -93.6908\)](#)

Source: GeolIP Estimation

