

## 2016-17 Cultural Competency Development Opportunities

### August 2016

#### **Fall Conference: When Cultures Clash in Class**

Thursday, August 25

See Fall Conference Schedule for time and location

Here's a tough—and sometimes uncomfortable —question: What happens when students and teachers struggle to bridge cultural gaps that exist between them and their relationships suffer as a result? What can we do about it? At Calvin, our student population is diversifying faster than our faculty. More diverse classrooms are something to celebrate. But cultural differences that come along with them can affect teachers' and students' interactions. This session will offer participants several resources that can assist faculty in guiding conversations around tough topics across racial and cultural differences.

### September 2016

#### **Fall Reading Group**

*Prophetic Lament* by Soong Chan Rah

When Soong-Chan Rah planted an urban church in Cambridge, Massachusetts, his first full sermon series was a six-week exposition of the book of Lamentations. Preaching on an obscure, depressing Old Testament book was probably not the most seeker-sensitive way to launch a church. But it shaped their community with a radically countercultural perspective. The American church avoids lament. But lament is a missing, essential component of Christian faith. Lament recognizes struggles and suffering, that the world is not as it ought to be. Lament challenges the status quo and cries out for justice against existing injustices. Soong-Chan Rah's prophetic exposition of the book of Lamentations provides a biblical and theological lens for examining the church's relationship with a suffering world. It critiques our success-centered triumphalism and calls us to repent of our hubris. And it opens up new ways to encounter the other. Hear the prophet's lament as the necessary corrective for Christianity's future. A resonate exposition of the book of Lamentations.

Every other Tuesday from 12:30 - 1:30 p.m.  
September 13, 27, October 11, 25, November 8  
President's Conference Room  
Bring your lunch  
[RSVP](#) by September 8

#### **The Culturally Responsive Classroom**

Led by Debra Buursma

Culturally responsive education recognizes, respects, and uses students' identities and backgrounds as meaningful sources for creating optimal learning environments. This workshop will provide an overview of the concept of the culturally responsive classroom, examples of practices from Calvin faculty, as well as, principles for creating a culturally responsive classroom.

Wednesday, September 14  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by September 8

## October 2016

*Unlearn Week – Sponsored by the MSDO Office*

### **Why Diversity Matters**

Led by Debra Buursma

As our communities and classrooms become more diverse, it's becoming increasingly clear that diversity matters. This workshop will explore the educational benefits of diversity and invite participants to develop their own strategic case for diversity.

Tuesday, October 11  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by October 6

## November 2016

### **Keeping it Real: Allies, Story, and Truth-Telling, Humanizing & Hope-filled Advocacy Work: The Power of Story**

Stories empower faith-shaped ally work. Stories create critical consciousness, connect diverse people, and call us to action. In this session, we will listen to and learn how to craft powerful, ethical stories such as the 60-second EPIC story, personal narratives, and dynamic stories of interruption and transformation.

Tuesday, November 8  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by November 3

## December 2016

### **Unpacking White Privilege**

Despite the era of an African-American U.S. president, White privilege is still pervasive — because it's embedded into our systems and institutions, and it's largely invisible to those of us who benefit from it. This session will unpack the concept of White privilege and provide space for conversation about how to recognize and respond to White privilege and its effect.

Tuesday, December 6  
Commons Annex 214  
3:30 - 5:00 p.m.  
[RSVP](#) by December 1

## January 2017

Martin Luther King Day programming – Monday, January 16 (See the MSDO calendar for details)

January Series Speaker (see January Series Calendar)

Race to the Table – linked to select January Series topics (12:30-2:00 p.m. - Dates TBD)

## February 2017

Black History month programming (See the MSDO calendar for details)

### Spring Reading Group

*America's Original Sin: Racism, White Privilege, and the Bridge to a New America*

by Jim Wallis

America's problem with race has deep roots, with the country's foundation tied to the near extermination of one race of people and the enslavement of another. Racism is truly our nation's original sin. In *America's Original Sin*, Wallis offers a prophetic and deeply personal call to action in overcoming the racism so ingrained in American society. He speaks candidly to Christians--particularly white Christians--urging them to cross a new bridge toward racial justice and healing.

"It's time we right this unacceptable wrong," says bestselling author and leading Christian activist Jim Wallis. Fifty years ago, Wallis was driven away from his faith by a white church that considered dealing with racism to be taboo. His participation in the civil rights movement brought him back when he discovered a faith that commands racial justice. Yet as recent tragedies confirm, we continue to suffer from the legacy of racism. The old patterns of white privilege are colliding with the changing demographics of a diverse nation. The church has been slow to respond, and Sunday morning is still the most segregated hour of the week.

Whenever divided cultures and gridlocked power structures fail to end systemic sin, faith communities can help lead the way to grassroots change. Probing yet positive, biblically rooted yet highly practical, this book shows people of faith how they can work together to overcome the embedded racism in America, galvanizing a movement to cross the bridge to a multiracial church and a new America.

Every other Tuesday, 12:30-1:30 pm  
February 7, 21, March 7, 21, April 4  
President's Conference Room  
12:30 - 1:30 p.m. (Bring your lunch)  
[RSVP](#) by February 2

### Little Things Matter: *Micro-Aggressions*

Microaggressions are the everyday verbal, nonverbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership. This workshop is designed to raise awareness of micro-aggressions and their impact.

Thursday, February 16  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by February 9

## March 2017

### Foundations for Intercultural Competencies

A basic definition of intercultural competence is the knowledge, skills, and personal attributes needed to live and work in a diverse world. This includes cultural sensitivity, intercultural communication skills, personal and collective attitudes toward other cultures, and knowledge about other cultures. This session will help participants to think of themselves in an intercultural context and will introduce some basic concepts of intercultural learning.

Tuesday, March 14  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by March 9

### A Primer on LGBTQ+

LGBTQ is the most common acronym used to describe the sexual orientation, gender identity, and culture of people who identify as lesbian, gay, bisexual, transgender, and queer or questioning. This session will introduce participants to terminology used in LGBTQ focused conversations and update participants on campus resources and climate survey results for LGBTQ students.

Thursday, March 16  
Commons Annex 214  
3:30 - 5:00 p.m.  
[RSVP](#) by March 9

## April 2017

### Anti-Racism 101

This session, informed by the *From Every Nation* document, explores racism as a systemic, institutional problem of power that goes beyond personal prejudice. Additionally, this workshop speaks to Calvin's anti-racism efforts and positions racial justice as a faith-based initiative.

Tuesday, April 11  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by April 18

## May 2017

### But What Can I Do Now?

This workshop will provide participants an opportunity to complete a short intercultural competence self-assessment. Time will be spent interpreting the results and developing individual personal development plans. This workshop is designed to help people develop diversity-related goals for their PDP's.

Tuesday, May 9  
Meeter Center Lecture Hall  
3:30 - 5:00 p.m.  
[RSVP](#) by May 4

**June 2017**

**Summer Reading Group**

*Everything I Never Told You*

by Celeste Ng

“Lydia is dead. But they don’t know this yet.” So begins this exquisite novel about a Chinese American family living in 1970s small-town Ohio. Lydia is the favorite child of Marilyn and James Lee, and her parents are determined that she will fulfill the dreams they were unable to pursue. But when Lydia’s body is found in the local lake, the delicate balancing act that has been keeping the Lee family together is destroyed, tumbling them into chaos. A profoundly moving story of family, secrets, and longing, *Everything I Never Told You* is both a gripping page-turner and a sensitive family portrait, uncovering the ways in which mothers and daughters, fathers and sons, and husbands and wives struggle, all their lives, to understand one another.

Wednesday, June 14

President’s Conference Room

12:30 - 2:00 p.m. (Bring your lunch)

[RSVP](#) by June 9

**How to Report Cultural Competency Professional Development Activities**

Cultural Competency professional development activities (formerly known as FEN activities) are prescribed for Calvin employees in both the [From Every Nation](#) document and the [Strategic Plan](#). The new reporting system is now in place for tracking your activities and can be accessed through the Human Resources website (<http://www.calvin.edu/admin/hr/development/stafftraining#FEN>) by selecting “Report your Cultural Competency activities.” Employees participating in the activities identified above and who report their participation through the Cultural Competency reporting link on the HR webpage will automatically be credited as having satisfied the intercultural competency professional development requirement.