Appreciating Student Diversity & Creating an Equitable & Inclusive Classroom

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Summer 2021 PIE Teaching Workshop
July 23, 2021
Agenda

- Multiculturalism, internationalization and DEI
  - Identifying the relationship between DEI and multiculturalism in the U.S.

- Cultural issues
  - What are some of the cultural issues you might see in the classroom?

- Facilitating communication
  - What are some of the strategies teaching international and multilingual students?

- Accommodation
  - How can you be intentional about incorporating diverse perspectives in your teaching?
GROUP QUIZ!
How many international students do we have at FSU?
A. Germany, Brazil, Spain
B. Iran, Mexico, Turkey
C. China, India, South Korea
D. Panama, United Kingdom, Italy

What are the top 3 countries these students come from?
FSU INTL STUDENT DISTRIBUTION

- Undergraduate: 19%
- Graduate: 46%
- Non-Degree: 12%
- Opt: 23%

Source: IIE Open Doors Fall 2018 Report

TOP 5 COUNTRIES REPRESENTED:
- China
- India
- South Korea
- Panama
- Colombia

TOP 5 FIELDS OF STUDY REPRESENTED:
- Engineering
- Mathematics & Statistics
- Business, Management, Marketing & Related Support Services
- Computer & Information Sciences & Support Services
- Physical Sciences

FSU INTL FACULTY/STAFF DISTRIBUTION

- Faculty-Research: 47%
- Faculty-Teaching: 11%
- Scholar: 28%

Source: IIE Open Doors Fall 2018 Report
How many international students do we have in the state of Florida?
What is the economic impact of these international students on the FL state economy?
Diversity, Equity, Inclusion goes hand in hand with multiculturalism and internationalization

- Percentage of people born outside the U.S.: 21.1% in Florida, 13.7% in all of U.S.
- Percentage of homes where a language other than English is spoken: 30.3% in Florida, 22% in all of U.S.

<table>
<thead>
<tr>
<th>State</th>
<th>International Students</th>
<th>Total Immigrant Population</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Share of U.S. Total (%)</td>
</tr>
<tr>
<td>United States</td>
<td>1,075,000</td>
<td>100.0</td>
</tr>
<tr>
<td>California</td>
<td>161,000</td>
<td>14.9</td>
</tr>
<tr>
<td>New York</td>
<td>127,000</td>
<td>11.8</td>
</tr>
<tr>
<td>Texas</td>
<td>77,000</td>
<td>7.2</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>74,000</td>
<td>6.9</td>
</tr>
<tr>
<td>Illinois</td>
<td>52,000</td>
<td>4.8</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>50,000</td>
<td>4.7</td>
</tr>
<tr>
<td>Florida</td>
<td>46,000</td>
<td>4.3</td>
</tr>
<tr>
<td>Ohio</td>
<td>36,000</td>
<td>3.3</td>
</tr>
<tr>
<td>Michigan</td>
<td>31,000</td>
<td>2.9</td>
</tr>
<tr>
<td>Indiana</td>
<td>28,000</td>
<td>2.6</td>
</tr>
<tr>
<td>Other states</td>
<td>394,000</td>
<td>36.6</td>
</tr>
</tbody>
</table>
What is culture?

Culture is defined as:

“the cumulative deposit of knowledge, experience, beliefs, values, attitudes and religion by a group of people generally without thinking about them.”

“Culture hides more than what it reveals and strangely enough what it hides, it hides most effectively from its own participants.”
Cultural Iceberg Model

SURFACE CULTURE

- Food
- Language
- Flags
- Festivals
- Fashion
- Holidays

SOUTHEASTERN UNIVERSITY

CULTURE

- Music
- Performance
- Dance
- Arts & crafts
- Literature
- Games

Communication styles & rules
- Facial expressions ~ gestures ~ eye contact
- personal space ~ touching ~ body language
- tone of voice ~ display of emotion
- conversational pattern in different social situations

Notions of
- courtesy & manners ~ friendship
- leadership ~ cleanliness
- modesty ~ beauty

Concepts of
- self ~ time ~ past & future
- roles related to age, sex, class, family etc.
- fairness, justice

Attitudes towards
- elders ~ adolescents ~ dependents
- rule ~ expectations ~ work ~ authority
- cooperation vs. competition
- animals ~ age ~ sin ~ death

Approaches to
- religion ~ courtship ~ marriage
- raising children ~ decision making
- problem solving
Danish mom jailed for leaving baby outside a NYC café

In Nordic countries it is commonplace to see babies sleeping in prams outside coffee shops while parents eat inside.
What are the biggest challenges you have faced when interacting with people from different cultural backgrounds?

A. Language issues
B. Different understanding of rules/values/professional etiquette
C. Fear that you might say/do something offensive
D. Communication barriers
E. Personal space
Cultural Differences You May Encounter

Touching
Personal Space

Greeting
Small talk
How close is too close? Depends on where you live.
Appropriate distance, in feet, for a...

- Romania: 1.6 feet (close relationship)
- Saudi Arabia: 4.2 feet (stranger)
- China: 3.8 feet (close relationship)
- Mexico: 3.3 feet (personal acquaintance)
- Norway: 3.4 feet (close relationship)
- Portugal: 3.6 feet (personal acquaintance)
- United States: 1.6 feet (close relationship)
- Russia: 1.5 feet (stranger)
- Argentina: 2.5 feet (personal acquaintance)

Source: Journal of Cross-Cultural Psychology
TIM MEKO/THE WASHINGTON POST
Why is this important?

The influence of culture on perception

- Ethnocentrism
- Stereotypes
- Prejudice
- Racism
In terms of your own cultural values or beliefs, what is your immediate interpretation of the following behaviors?
A person comes to a meeting half an hour late.

A. Rude, lazy and disrespectful
B. They are wasting my time!
C. Maybe they had an accident on the way.
D. Not a big deal. They will get here when they get here.
## Relationship with time

<table>
<thead>
<tr>
<th>Monochronic</th>
<th>Polychronic</th>
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<tbody>
<tr>
<td>One thing at a time. Planning time is linear, fixed, closure.</td>
<td>Several things done simultaneously. Developmental time is limitless, as long as needed and open ended.</td>
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</tbody>
</table>
Rob is a student in your class, and he has a disagreement with you on an assignment. Rather than speaking with you in person, Rob sends his friend, George, to your office to talk to you about his assignment. How would you react?

A. I would refuse to discuss a student-related issue with another student.

B. I would think it is odd but would still talk to George to understand the situation.

C. I would assume Rob must be shy and would talk to George.
Power Distance World map

n.b. White: no data
3 Habits of Successful Cross-Cultural Communicators

Habit #1:
When facilitating communication, do not make any assumptions.

- Clarify expectation for communication and encourage a variety of modes of communication
- Provide extra visual aid and oral support while presenting information
3 Habits of Successful Cross-Cultural Communicators

Habit #2:

Always try to understand the other side’s motivations behind every behavior.

• Don't assume that what you meant is what was understood.
• Don't assume that what you understood is what was meant.
3 Habits of Successful Cross-Cultural Communicators

Habit #3: Seek out uncomfortable situations

- Seek them out actively and learn to appreciate discomfort as something that can help you to grow.
Invest in yourself

• Global Partner Certificate

• Request an intercultural training for your class: cge.fsu.edu/intercultural training

• Diversity and Inclusion Certificate

• Allies & Safe Zones Workshops

• Social Justice Ally Training

• Green Dot Bystander Intervention Training
Wrap-up

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  - Identifying the relationship between DEI and multiculturalism in the U.S.

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Questions?
Thank you!