



Culture Navigator Training Series

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JCCC Office of Inclusion
& Belonging

Pre-Training Series Survey

In this training series participants will...

- Explore the relationship between identity and culture and learn about the three layers of culture
- Understand the significance of cultural relativism and honoring cultural differences.
- Explore the meaning of belonging within an institution.
- Explore contributors to closing the belonging gap in educational settings.



Training Series Overview:

Session 1 Cultural Identity

Session 2 Seeing Culture Differently

Session 3 A Vision for Belonging



Session 1 Cultural Identity

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Cultural Identity Overview:

In this session participants will explore the relationship between identity and culture and learn about the three layers of culture.

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By the end of this session participants should be able to:

- Understand the connection between identity and culture
- Recognize and define the three layers of culture
- Begin to understand self as a cultural being



Honor.

Engage.

HOPE Framework

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for Intercultural

Dialogue:

Observe.

Pause.



HOPE Framework for Intercultural Dialogue:

Honor others by co-creating a space of belonging.

Observe and listen with curiosity.

Pause and reflect before responding.

Engage from a place of empathy toward others.

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Group Share



- What does culture mean to you?
- How has your culture shaped your sense of identity?

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How has your culture shaped your sense of identity?

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Identity

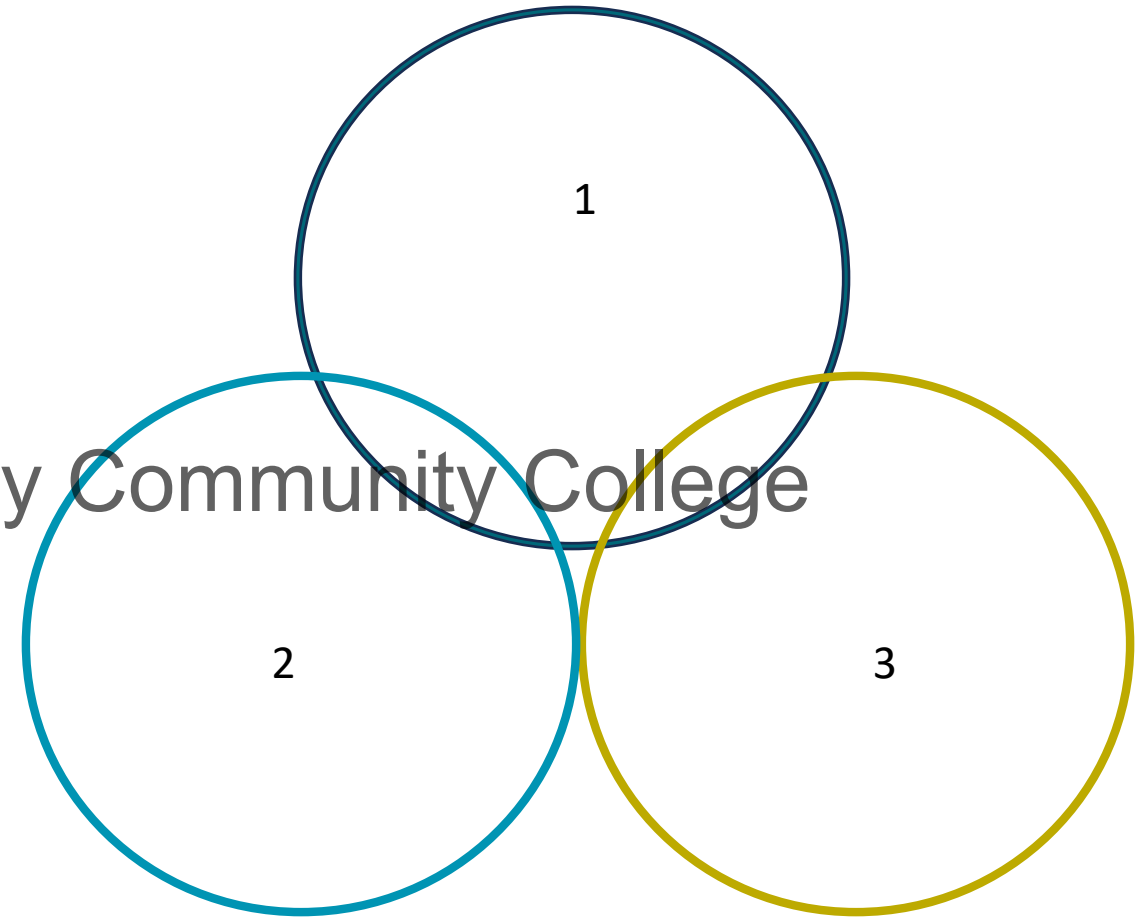
An individual's sense of self defined by a set
of **physical, psychological, and**
interpersonal characteristics

From the American Psychological Association

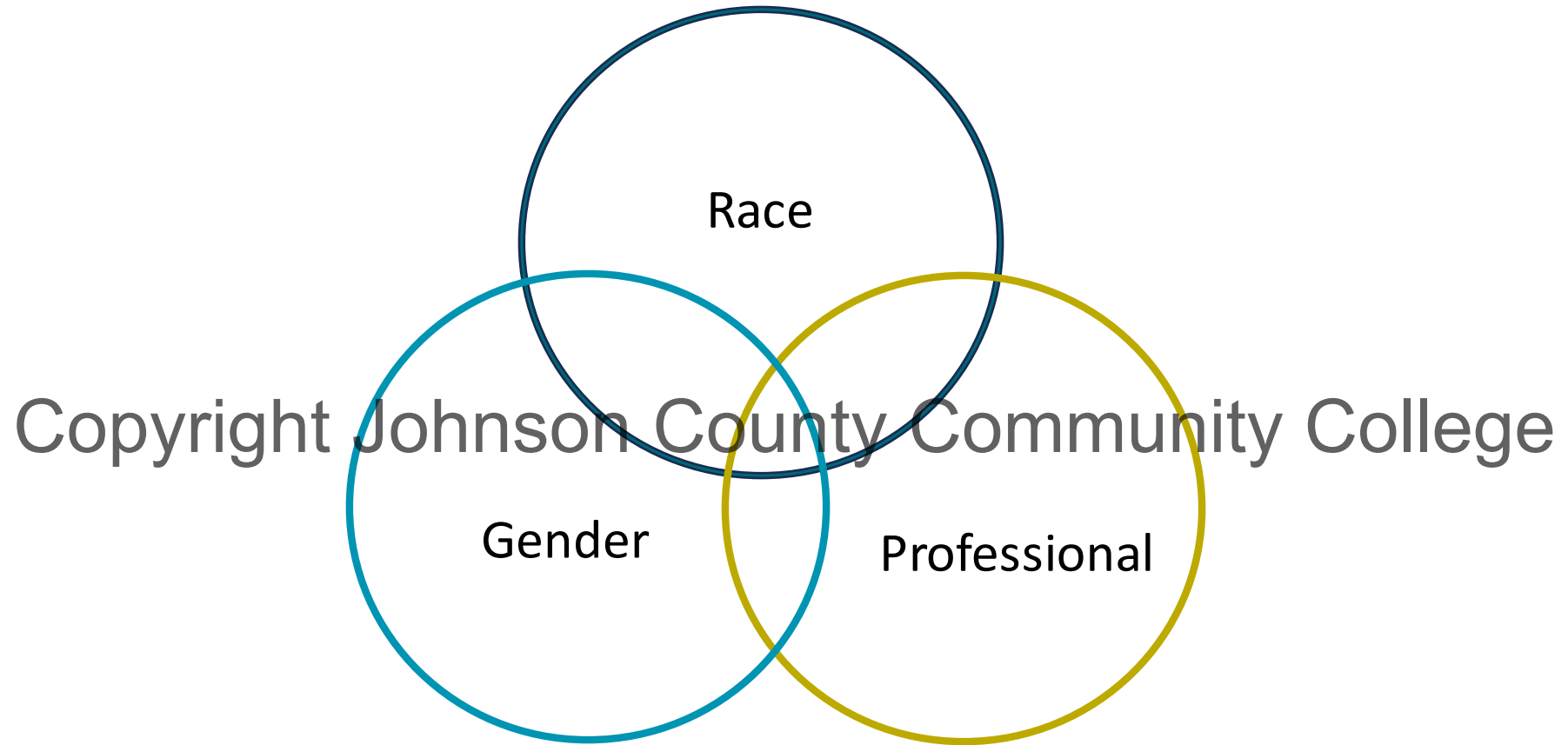
Identity Map



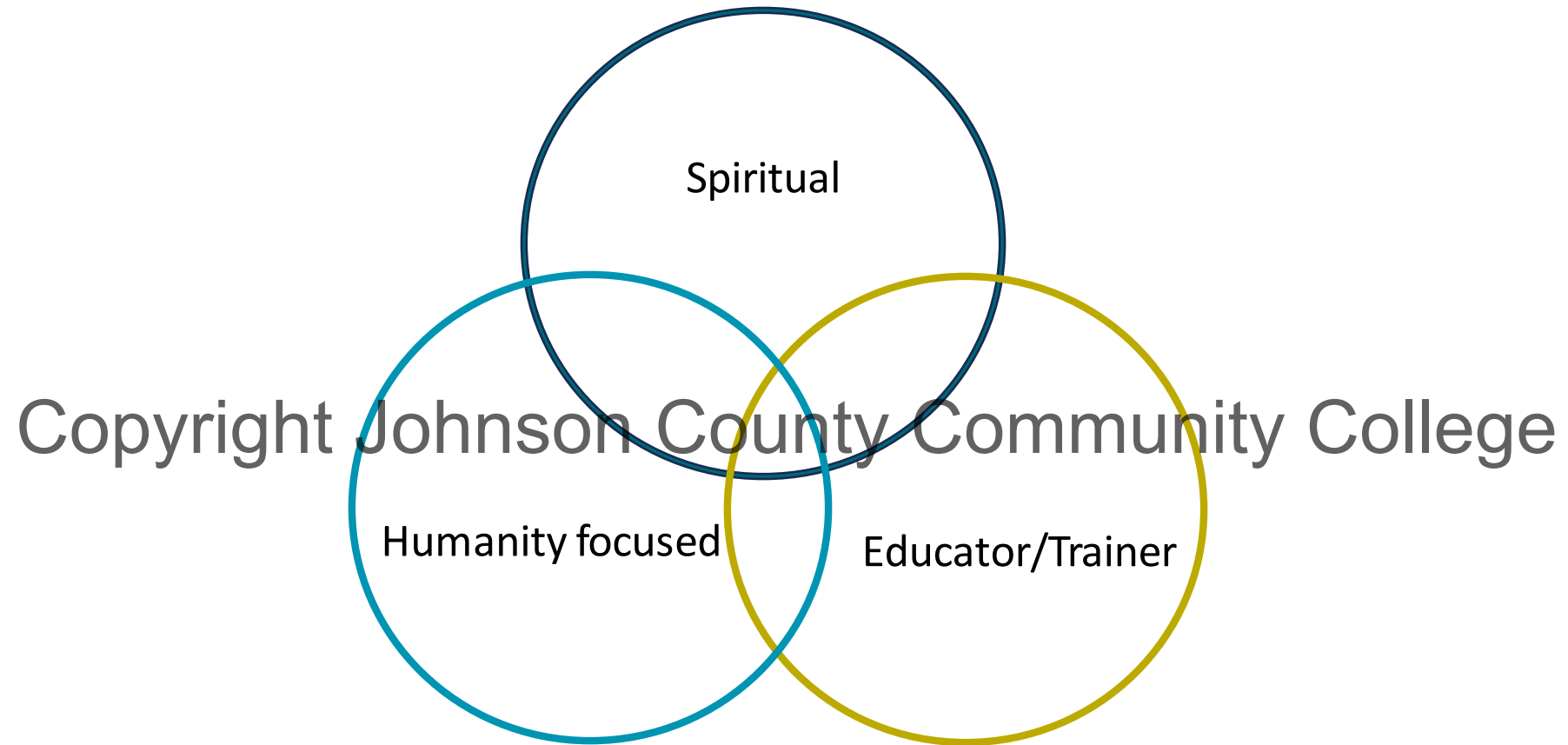
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How Others Perceive You



Personal Identity



Group Share



1. What is your personal primary identity?
2. Why did you choose that primary identity?
3. Why is this identity personally held and not socially perceived?

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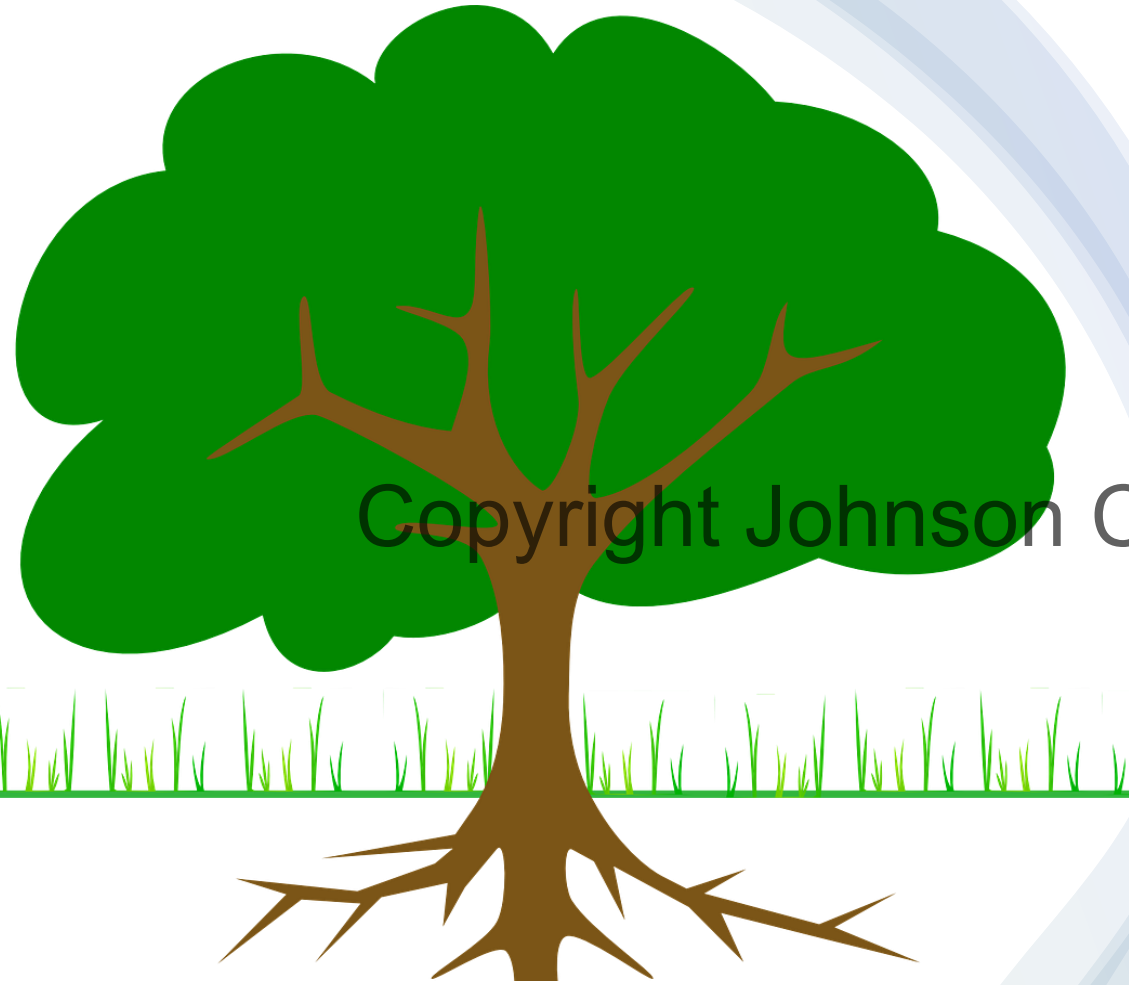
Culture

The customary beliefs, social forms, and material traits of a **racial, religious or social group**

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Meriam Webster Dictionary

The Layers of Culture



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1- Surface Culture (Leaves)

2- Shallow Culture (Trunk)

3- Deep Culture (Roots)

Source: *Culturally Responsive Teaching and the Brain* by Zaretta Hammond (Inspired by Culture Tree illustration by Aliza Maynard)



Surface Culture

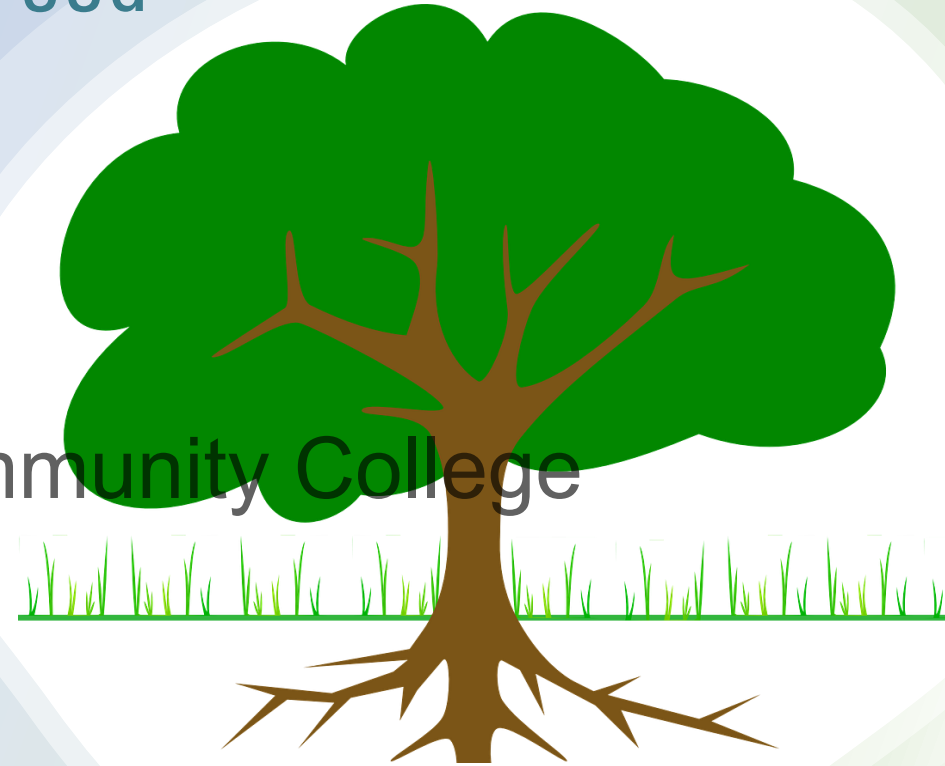
The observable patterns

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This is the layer of culture we
can **see**

Language

Food

Clothing





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**Write or think of your
favorite food or song?**



Shallow Culture

The unspoken rules

This is the layer of culture we **experience**

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Concept of time

Eye contact

Personal Space





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**Write or think of one personal
value related to healthy
communication?**



Deep Culture

Collective unconscious
The **beliefs** and **norms**

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This is the layer of culture we
that supports our **beliefs**

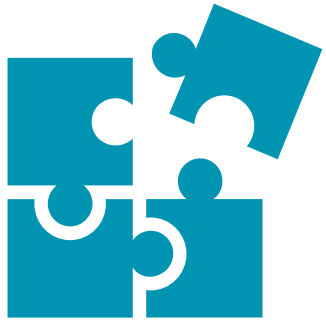
Worldview

Spirituality

Concept of self



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**Write or think of one piece of
advice you would offer to your
16- year-old self?**



Identity and Culture

Recognizing the interplay between identity and culture
helps us to see ourselves as cultural beings while
developing respect for others expressing their unique
cultures

Culture is the way our brain
makes sense of the world

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-Zaretta Hammond



Call to Action

What Can We Do?: Begin Examining

- How can you use the layers of culture to support a deeper connection with others?
- What's something you can take away from this session to make an impact today?



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FOR QUESTIONS, PLEASE EMAIL BELONGING@JCCC.EDU.



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Service



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The Office of Inclusion & Belonging is designed to maximize inclusion and belonging efforts on the JCCC campus.
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Session 2 Seeing Culture Differently

In this session, participants will explore cultural relativism as a lens for interpersonal engagement.



By the end of this session participants should be able to:

- Understand how honoring cultural differences is connected to cultural relativism



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Honor.

Engage.

HOPE Framework

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for Intercultural

Dialogue:

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HOPE Framework for Intercultural Dialogue:

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Group Share



- **Your name and role/function at JCCC**
- **What were you taught about cultural differences as a child?**

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The Cookout!



Think of your favorite side dish to have at a Summer BBQ or Family Gathering.

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1. Why do you love this dish? Think about the history of this dish in your family - why is it a staple? (Independently)
2. Share the personal and cultural importance of your dish.

The Cookout!



AS A GROUP, COME UP WITH 2 MAIN DISHES TO HAVE WITH YOUR SIDES. COLLABORATE AND INCLUDE ASPECTS OF EACH GROUP MEMBER IN THE MAIN COURSES CHOSEN. BE PREPARED TO SHARE WITH THE GROUP.



What do you wish you would have
learned about **other cultures** growing
up?

LEFT

RIGHT



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What does "cultural difference"
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mean to you?

Understanding Cultural Differences



Understanding Cultural Differences



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Helping those in Need.	Food. Clothing. Success. Self-care	Breaking The Law.
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Cultural Archetypes:

Collectivist:

Group harmony

Loyalty

Cooperation

Individualistic:

Personal goals

Independence

Autonomy

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Reflection Activity

**In what state did your U.S.
educational journey begin?**

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MAP OF THE
UNITED STATES

Copyrighted by McLoughlin Bros., 1887.

Scale of Miles
0 100 200

Understanding Cultural Differences *(In Education)*



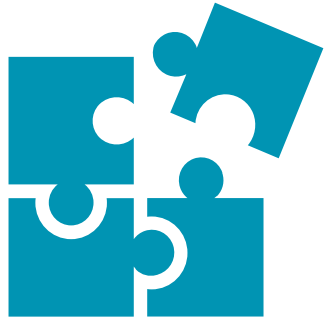
**Can you
tell the
difference?**

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Cultural Relativism

The view that **ethical** and **social standards** reflect the cultural context from which they derive

Carnegie Council for Ethics in International Affairs



Using the lens of cultural relativism when interacting with others offers an opportunity for:

- Respectful Engagement
- Empathy
- Acceptance of others without judgement
- Deeper connection

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Call to Action

What Can We Do?: Begin Examining Copyright Johnson County Community College

- Identify groups, programs and resources on campus or in your community that are available for connection and education.



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Session 3: A Vision for Belonging

In this session, participants will explore the concept of belonging and develop strategies toward co-creating a culture that embraces it.



By the end of this session participants should be able to:

1. Recognize the relationship between belonging and achievement
2. Recognize contributors to a belonging gap
3. Identify contributors to belonging

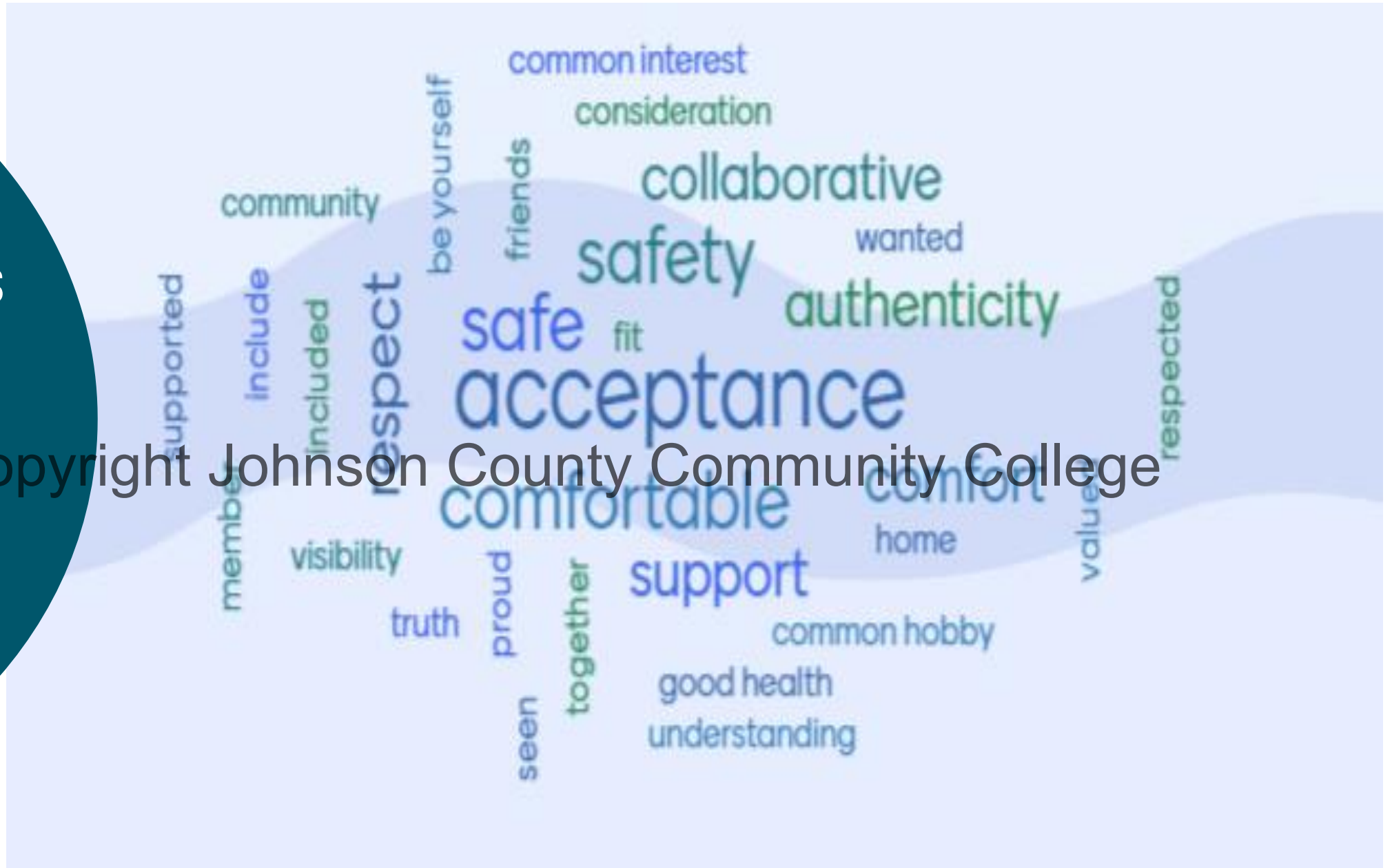


Group Share

- 
- What does belonging mean to you?
 - What do you do when there is an absence of belonging?
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What does
belonging
mean to
you?

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JCCC Definition of Belonging

We value diversity, equity, and inclusion, creating a collaborative and respectful environment where all are connected to our mission.

From Belonging Through A Culture of Dignity by Floyd Cobb & John Krownapple

Belonging- another definition

The extent to which people feel appreciated,
validated, accepted, and treated fairly

From *Belonging Through A Culture of Dignity* by Floyd Cobb & John Krownapple

Belonging & Maslow's Hierarchy of needs

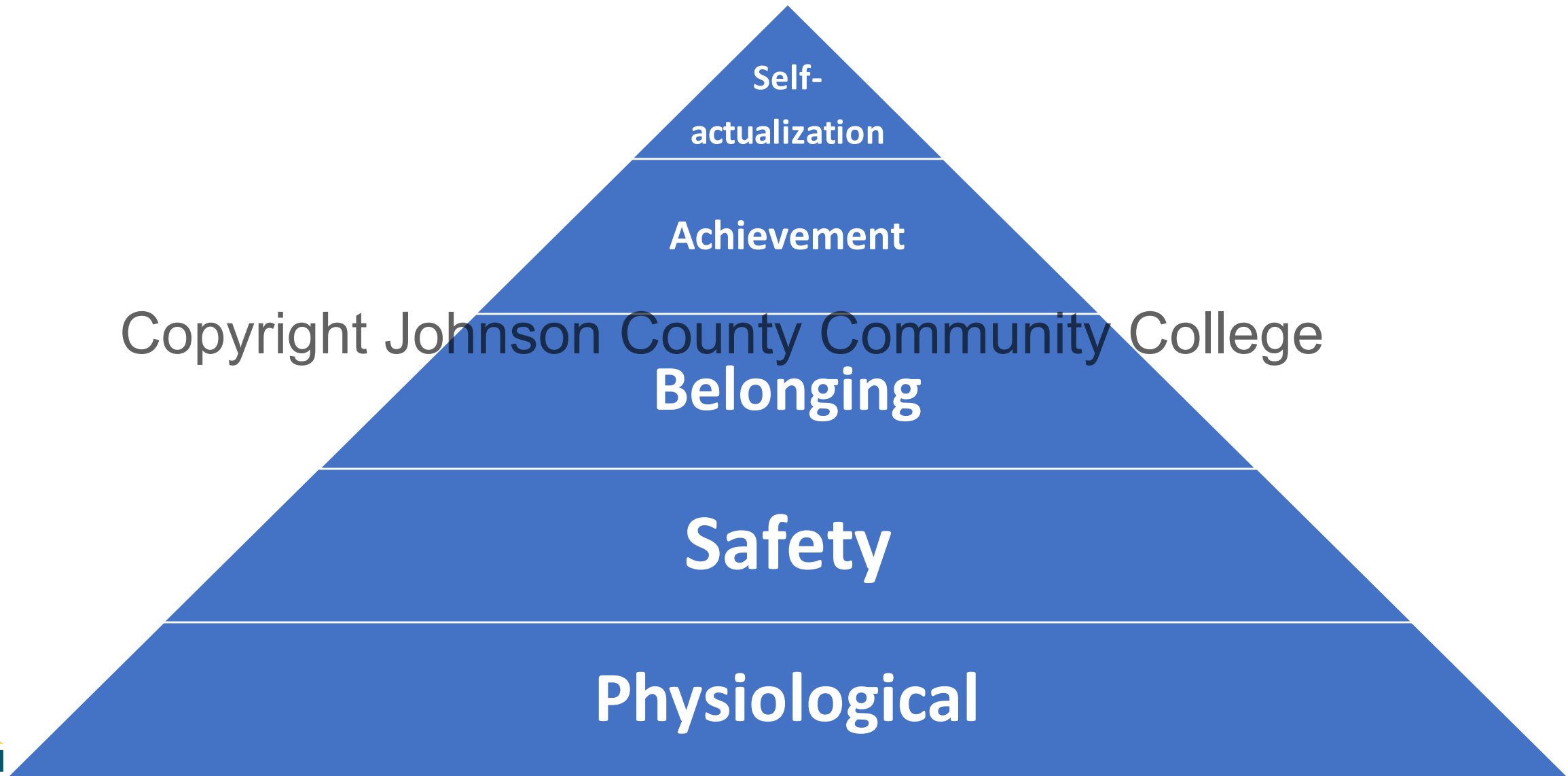
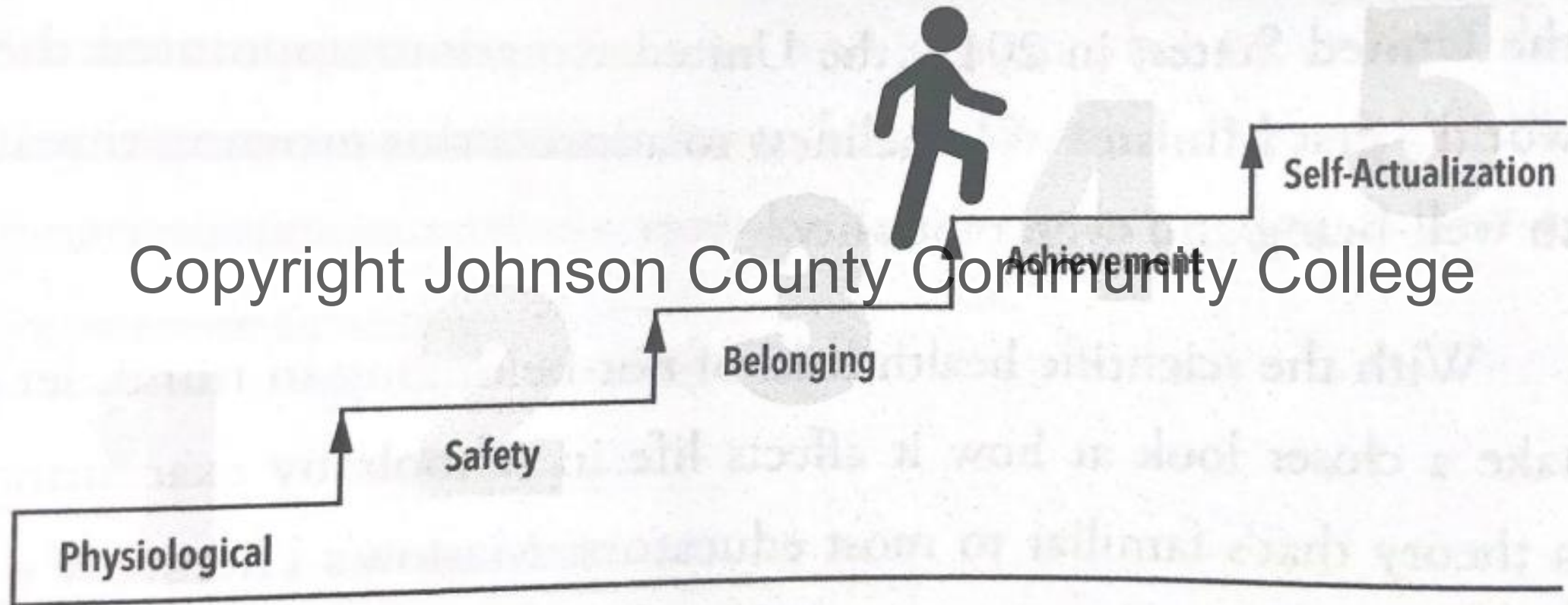
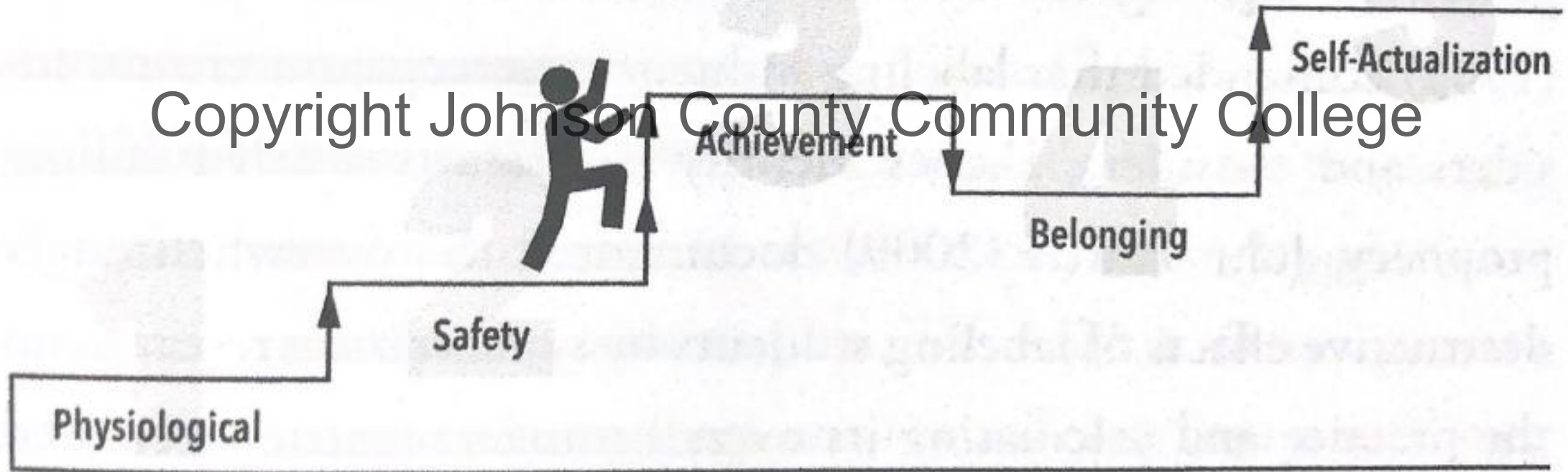


Figure 3.1 Stairs to Fulfilling Potential



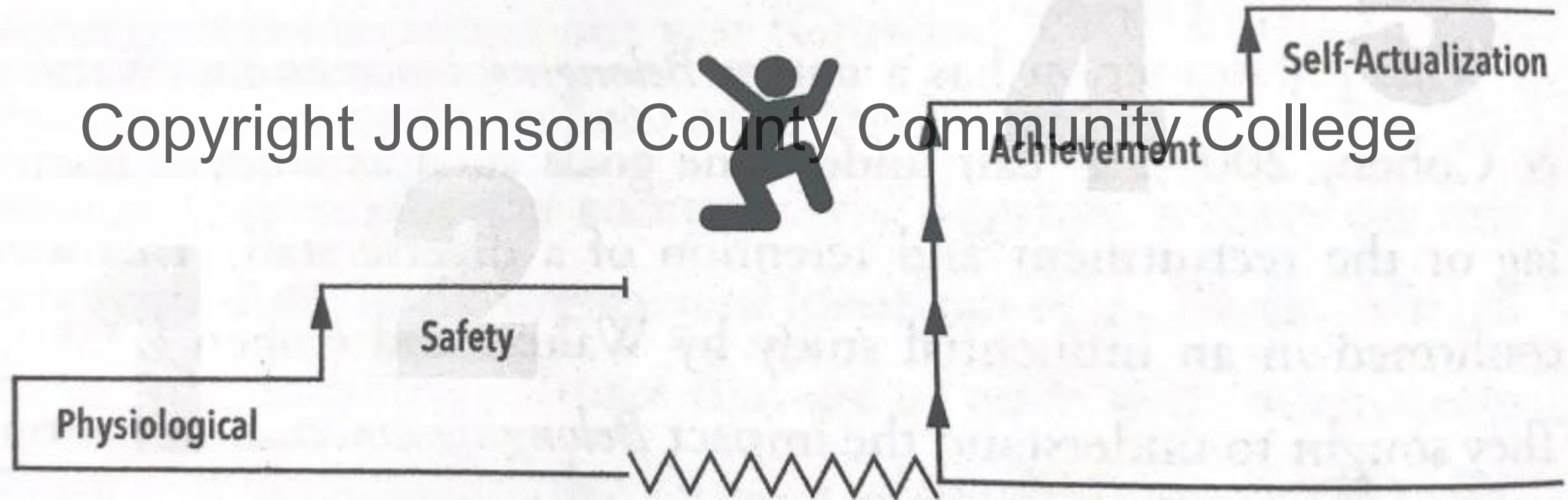
From *Belonging Through A Culture of Dignity* by Floyd Cobb & John Krownapple

Figure 3.2 An Indignant Hierarchy of Needs



From *Belonging Through A Culture of Dignity* by Floyd Cobb & John Krownapple

Figure 3.3 Belonging Gap



From *Belonging Through A Culture of Dignity* by Floyd Cobb & John Krownapple

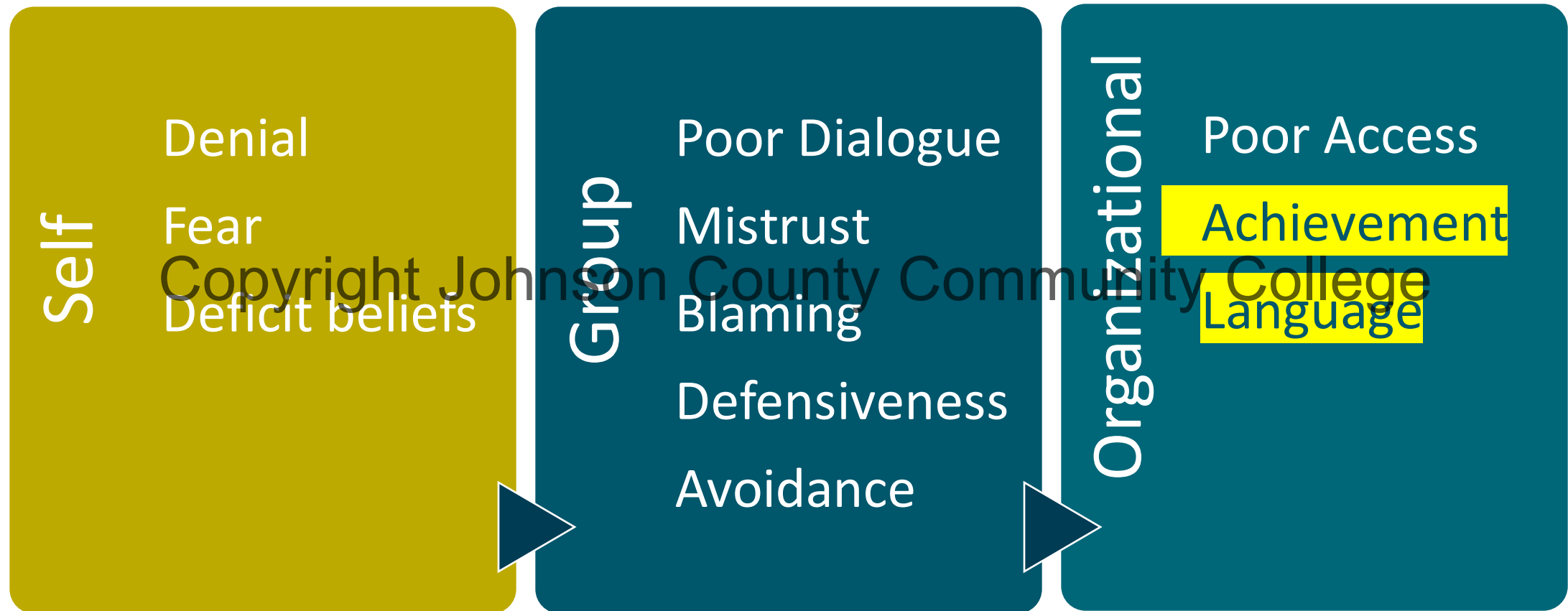


- Have you seen this happen?
- Has this happened to you? Describe the situation.
- How may this show up in behavior?



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**What may be some contributors to a
belonging gap?**

Contributors To The Belonging Gap



Adapted from Inclusion and Belonging in Higher Education: A Scope Study of Contexts, Barriers, and Facilitators Steven D. Taff^{1, 2} & Maribeth Clifton¹



What contributed to your sense of belonging?

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**What do you believe are the top 3
elements needed to create a
culture of belonging?**

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A Path To Belong

We share a common interest of driving forward to a culture of belonging. However, we may have different paths in mind about how to get there

Which lane do you prefer?

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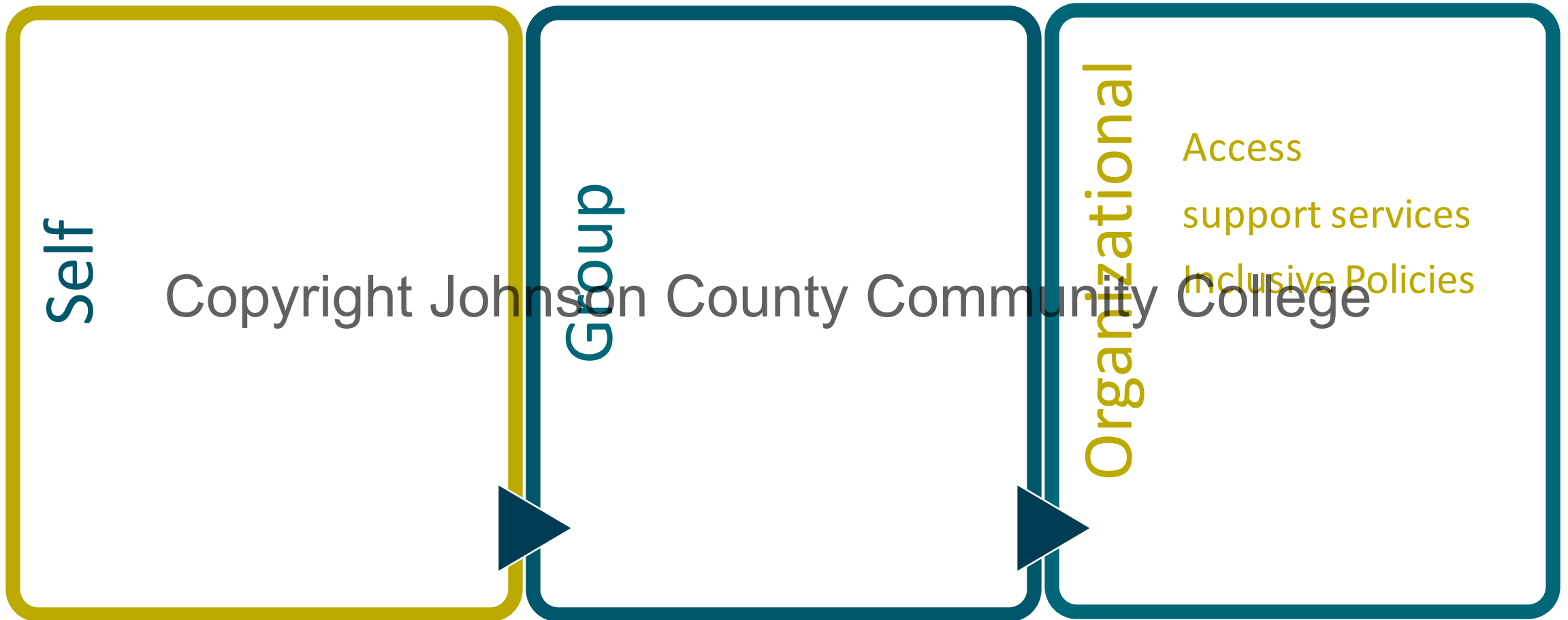
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3

2

1

Contributors To Closing the Belonging Gap



Adapted from Inclusion and Belonging in Higher Education: A Scope Study of Contexts, Barriers, and Facilitators Steven D. Taff^{1, 2} & Maribeth Clifton¹



Cultivating a culture of belonging requires
self-awareness, interpersonal skill, and
complex planning and execution at the
organizational level

Call to Action

What Can We Do?: Begin Examining

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- What can you do today to implement practices of belonging at the levels of self, interpersonal, and organizational
 - Where do you see contributors of belonging within your department?



Post-Training Series Survey



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You did it!