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The Challenge of Diversity

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National Conference for Community and Justice (NCCJ)

Seeking to make our nation a
better place for all of us.
Not just some of us.



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Goals for today

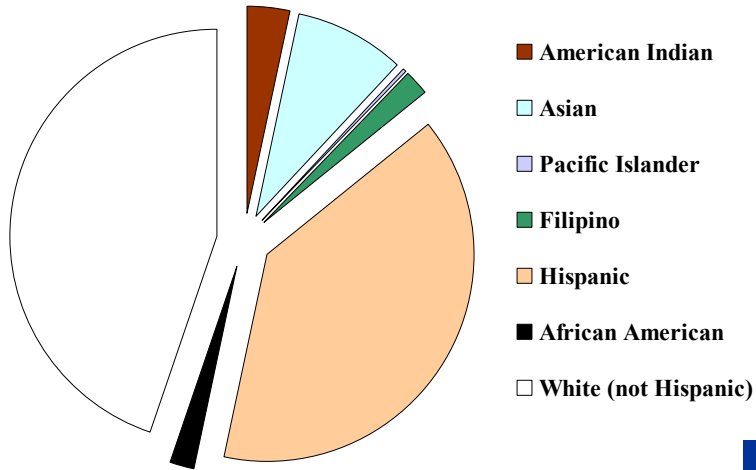
- Understanding cultural diversity
- Examining dynamics of cultural conflict and ways to deal with it
- Provide resources for dealing with diversity, especially religious diversity



Questions?



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28 Hispanic or Latino Categories

Mexican
Puerto Rican
Cuban
Dominican Republic

Central American:

Costa Rican
Guatemalan
Honduran
Nicaraguan
Panamanian
Salvadoran
Other Central American

South American:

Argentinean
Bolivian
Chilean
Colombian
Ecuadorian
Paraguayan
Peruvian
Uruguayan
Venezuelan
Other South American

Other Hispanic or Latino:

Spaniard, Spanish, Spanish American, All other Hispanic or Latino

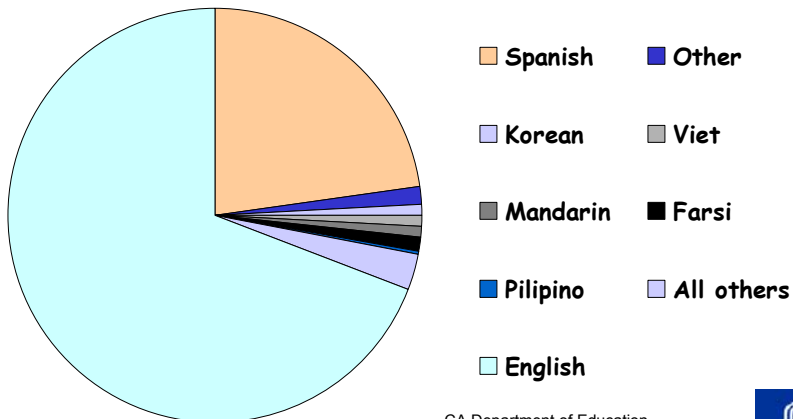


17 Detailed Asian Categories:

- | | |
|---------------------------|-------------|
| Asian Indian | Laotian |
| Bangladeshi | Malaysian |
| Cambodian | Pakistani |
| Chinese, except Taiwanese | Sri Lankan |
| Filipino | Taiwanese |
| Hmong | Thai |
| Indonesian | Vietnamese |
| Japanese | Other Asian |
| Korean | |



Castillero: Languages 2001-2002

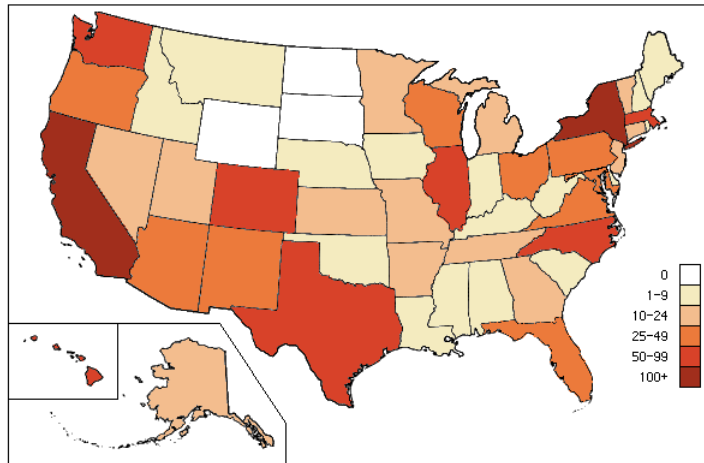


CA Department of Education



Distribution of Buddhist Centers in the U.S.

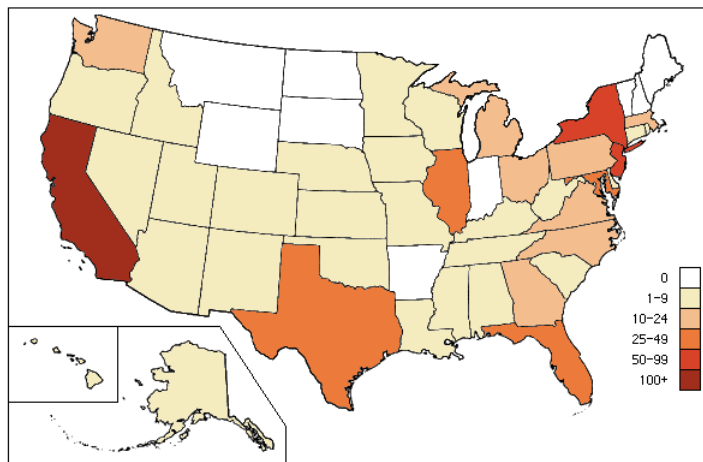
Research in Progress: 1654 Centers, Winter 2002



Source - The Pluralism Project at Harvard University: Directory of Religious Centers © 2002
<http://www.pluralism.org/directory>

Distribution of Hindu Centers in the U.S.

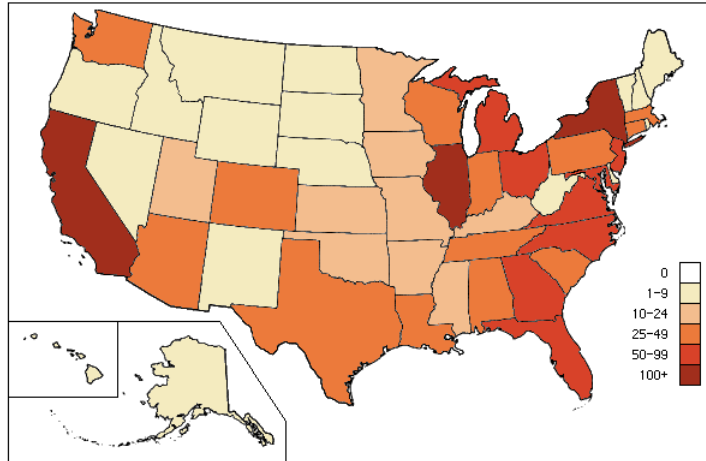
Research in Progress: 647 Centers, Winter 2002



Source - The Pluralism Project at Harvard University: Directory of Religious Centers © 2002
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Distribution of Muslim Centers in the U.S.

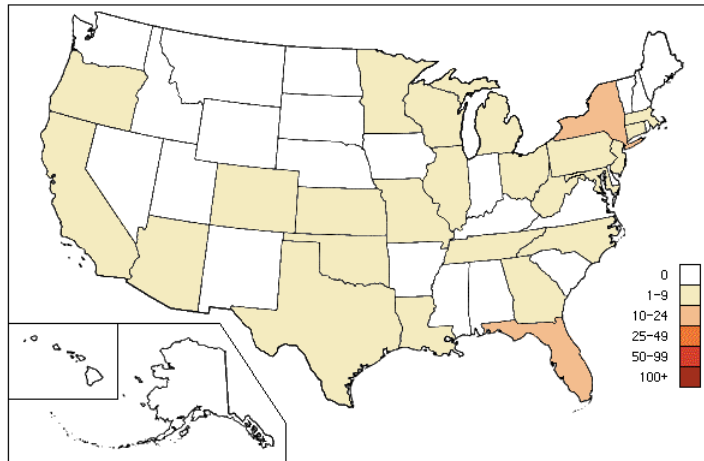
Research in Progress: 1835 Centers, Winter 2002



Source - The Pluralism Project at Harvard University: Directory of Religious Centers © 2002
<http://www.pluralism.org/directory>

Distribution of Jain Centers in the U.S.

Research in Progress: 94 Centers, Winter 2002



Source - The Pluralism Project at Harvard University: Directory of Religious Centers © 2002
<http://www.pluralism.org/directory>

Culture is:

- An evolving way in which a group understands, interprets and interacts with the world
- Includes values, beliefs, social ways, language, religion and art
- It results from *learning*, not genes



Types of Culture

- National
- Ethnic
- Regional
- Gender
- Socioeconomic Class
- Religion
- Age
- Physical Ability
- Sexual Orientation
- Corporate
- Departmental
- Union



Arenas of Culture & Religion

- Food
- Family
- Holidays/
Celebrations
- Clothing
- Community
- Life & Death



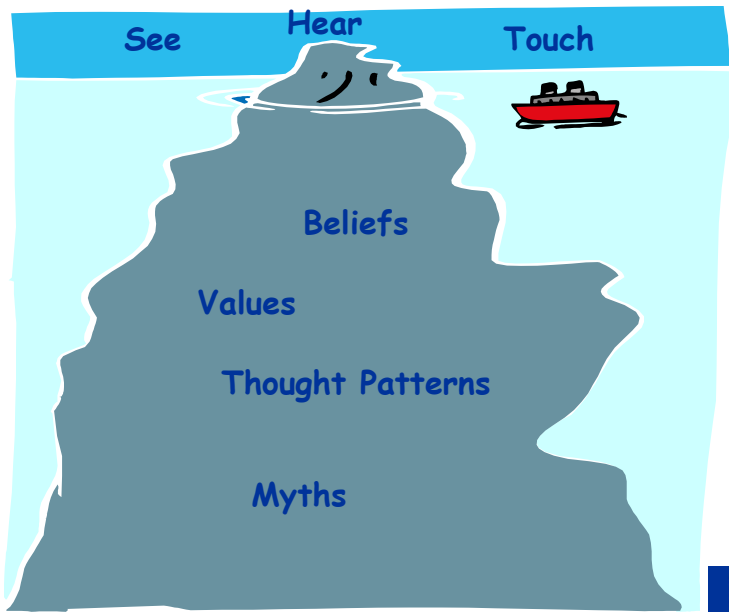
Ethnicity is:

- A population which shares the same geography, broad historical experience, and similar cultural elements



Race is

- A socially constructed attitude
- No basis in genetics



Stereotypes

- A set of characteristics ascribed to a group and attributed to the individual members of that group
- A set of beliefs about the personal attributes of a group of people

from Winborne, W. and Cohen, R., *Hate: A Concept Examined*, NY:NCCJ, 1999, p. 8.

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Prejudice

1. Universal psychological processes
2. Social and intergroup dynamics
3. Mechanisms of transmission
4. Individual difference mechanisms

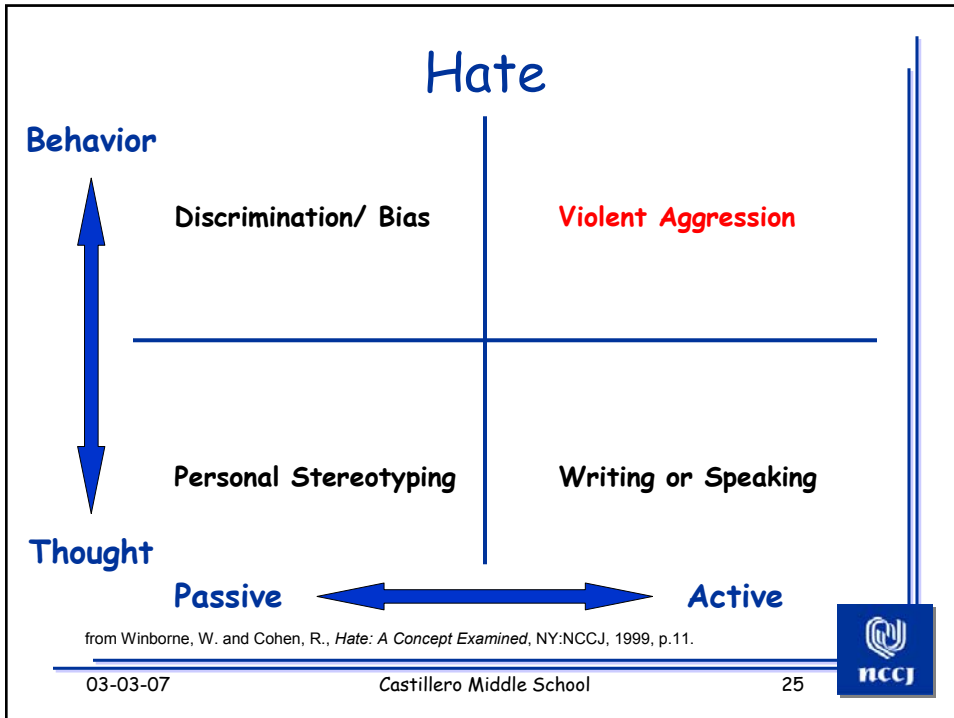
from Winborne, W. and Cohen, R., *Hate: A Concept Examined*, NY:NCCJ, 1999, p.11.



Hidden Privilege

- Unconscious and unnoticed ways that society favors certain groups over others

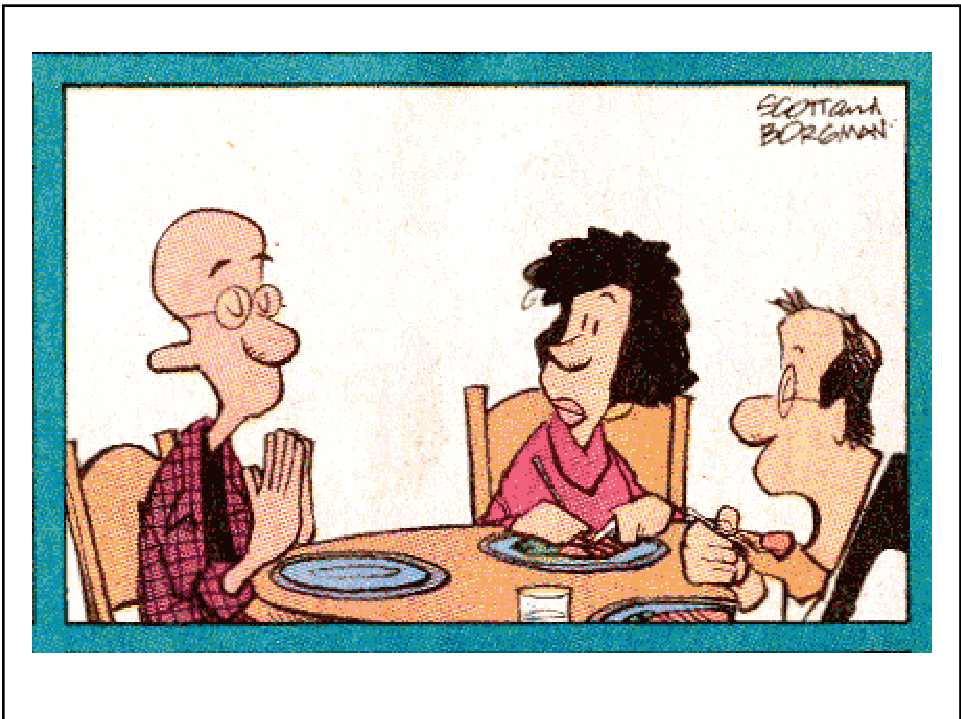
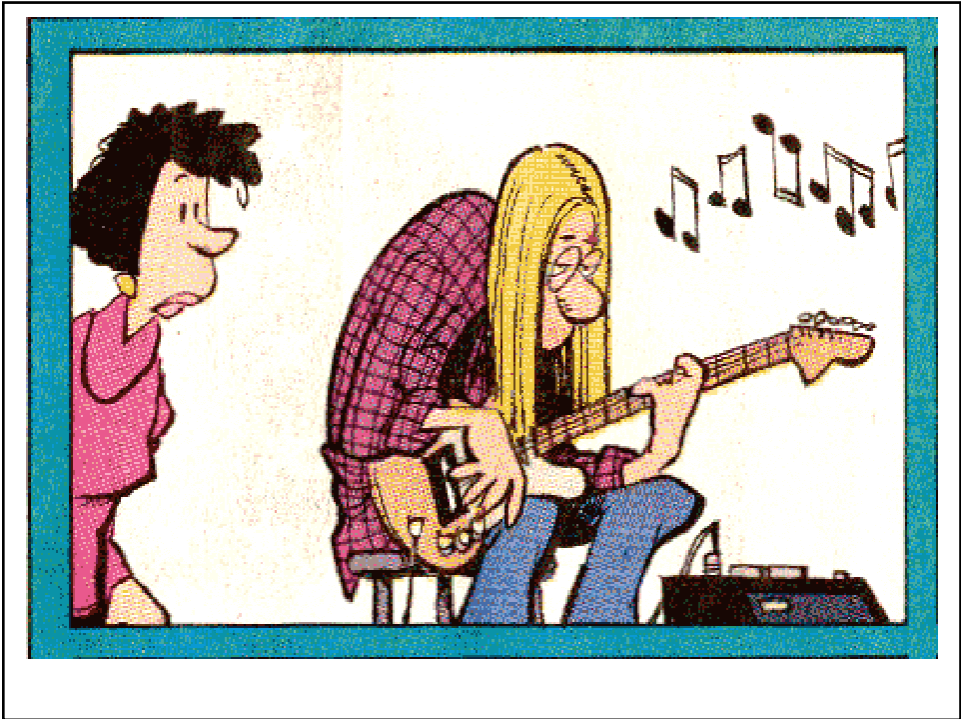


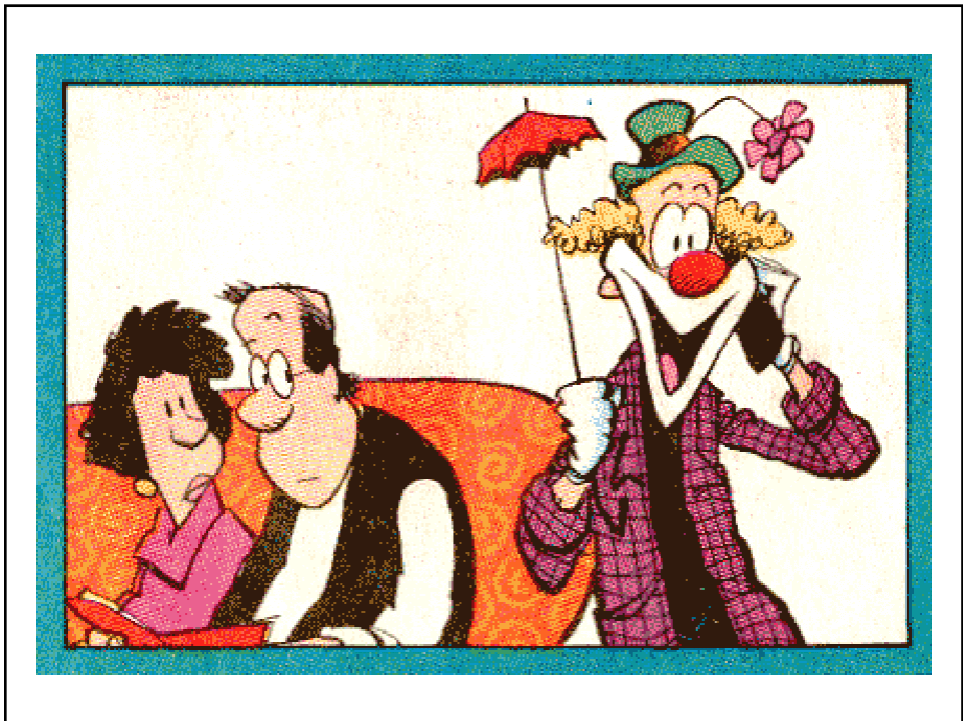
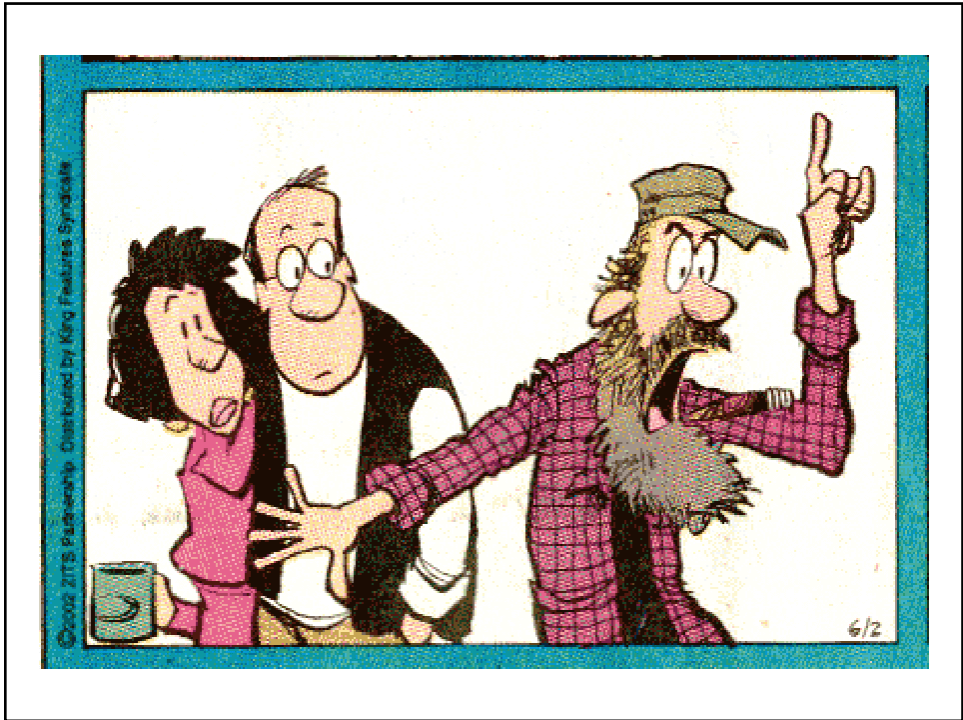


Erikson: Developmental Stages

- Adolescence: Identity vs. Confusion
- Virtue: Fidelity
- Danger: Role Repudiation

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James Fowler: Synthetic- Conventional Faith

Adolescence- Early Adulthood
(though many stop here)

- Orient and synthesize family, school, work, etc.
- "Conformist"— sensitive to expectations of significant others
- Deeply held beliefs, but not self-reflective;
- Strength: forming of personal myth of faith
- Danger: fear of others' judgments can prevent autonomy

Synthetic-Conventional Faith

Transitional Issues

- Serious contradictions between valued authorities
- Marked changes by authorities in things once held as sacred and unchangeable
- Experiences and perspectives that call for critical reflection on one's own faith
- "Leaving home"— physically or emotionally



Levels of Conflict

- Level I
 - "There's a problem, but we can solve it together"
- Level II
 - "I need to take care of myself first."
- Level III
 - "It's win or lose, and I'm not going to lose."



Levels of Conflict

- Level IV
 - "I not only need to win; you need to leave."
- Level V
 - "I will not rest until you are destroyed."



Stages of Intercultural Sensitivity

1. Denial
2. Defense
3. Minimization
4. Acceptance
5. Adaptation
6. Integration



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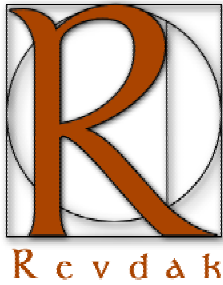
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NCCJ Programs

- *Green Circle and Different and the Same*
- *Flash Judgments*
- *Experiencing Diversity Workshop*
- *Camp Anytown, U.S.A.*
- Holocaust Studies and Critical Thinking
- Victim Witness Assistance Center





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At the Intersections of
Psychology, Spirituality, Technology & Organization



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