

Executive Summary

Course Title: Intercultural Awareness and Sensitivity

Course Description:

The intention of this training is to examine ways in which we have been inculturated with biases, prejudice and stereotypes with respect to experiences of difference. By understanding the structures of power and our history of privilege we can begin the process of change. Through the use of self-reflection, group discussion, examination of definitions and role-plays participants will come away with an increased awareness, sensitivity and skill set in effective intercultural communication.

Target Audience: *All Staff*

Outcome Objectives for Participants:

As a result of participating in this training:

- Participants will increase and enhance intercultural awareness and sensitivity.
- Participants will develop common definitions of racism, oppression, stereotypes and an understanding of its different forms.
- *Participants will learn new skills that will enhance intercultural communication.*

Ways that Administrators can support the Transfer of Learning:

BEFORE the training:

1. Review and discuss the executive summary with staff.
2. Meet with staff to establish goals for the training.

AFTER the training:

1. Meet with your staff to learn how she/he benefited from participating in the training.
2. Identify how staff in their unit and others in the agency will benefit from the information learned.
3. Identify what kind of support is needed to encourage their continued growth and development.