



# Cultural Adaptation Navigator (CAN) Professional Development Seminars

## Reaching New Extension Audiences Through Culturally Sensitive Programming Methods

**Please Note:** Depending on your county's or district's demographic needs, you can request customized trainings that offer a hybrid approach to the following offerings. Trainings can be facilitated either through zoom or in-person and can be taken in any order, there is no prerequisite.

### **BASIC DIVERSITY/INCLUSION TRAINING OFFERINGS**

#### **Cultural Identity Development**

##### **I. Ages and Stages Training, Cultural Edition — 2 hours**

*Cultural identity development is defined as how youth navigate cultural differences and commonalities within themselves and others while creating a healthy sense of cultural self-esteem. An understanding of ages and stages and cultural identity development will help participants think about each child's strengths, resources, and challenges; and how they can best help youth through educational programming. Remember, 4-H club or project group members will develop at their own pace, but there are some characteristics that each age or cultural group may share. Cultural identity is an important part of every 4-H participant and embracing it will strengthen the 4-H program. Youth learn by example. Therefore, if the staff and volunteers show an interest in and respect for all members, youth will follow suit. And, perhaps more importantly, youth will learn to value the cultural identity of themselves and others.*

##### **II. Diversity Trivia — 2 hours**

*Diversity envelops all aspects of our lives, especially in the communities where we live and work. Each extension audience of youth and families comes to us with a road map of how to engage and work effectively with them. It is up to us to provide culturally appropriate language and programming to create better engagement. The five diversity dimensions that will be covered are: cultural self-awareness, race/ethnicity, ability status, socio-economic status, and the LGBTQ spectrum. This training offers in-depth facilitator and group interaction to help understand cultural subtleties when working with new audiences, the importance of spoken and unspoken cultural contexts, and time for discussion and questions.*

##### **III. Understanding Culture and the Self — 2 hours**

*Culture is a fundamental part of who we are. It drives our verbal and non-verbal communication, our dress, our time orientation, the way we work, and how we interact with others. Come learn how culture and the self intersect within different communities.*

##### **IV. Examining Our Fundamental Beliefs — 2 hours**

*How do our learning and living environments affect our beliefs? How are values formed? This training uses story-telling and poetry as a medium of expression, helping us develop tools to understand our fundamental*

*belief-systems, values, and environments, with special focus on how they impact our day-to-day life both personally and professionally.*

**A. “Average Black Girl” — Ernestine Johnston — 2 hours**

*This specific training is built around poetry exploring the daily African American experience as it occurs socially, emotionally, and historically.*

**B. “What Kind of Asian Are You?” — 2 hours**

*Slam-Poetry, a spoken word art, teaches about the lived experiences of Asian Americans within a social and historical context. Stereotyping is also explored.*

**C. “The Danger of a Single Story” — 2 hours**

*This narration explores the impact of stereotyping on our fundamental beliefs.*

**D. “Cloud Watching” from *When My Brother Was an Aztec* by Natalie Diaz — 2 hours**

*Indigenous cultures have multifaceted histories that have been tragically affected. This training unpacks some of their experiences through poetry as well as effects that still resonate today.*

**E. “San Fernando Cathedral, San Antonio de Bejar, Día de los Muertos” (Latina/o Culture) by Lisha Adela Garcia — 2 hours**

*Within this training, poetry situates the participants in the social, racial, and historical stereotypes experienced by a Latina woman as well as offering snapshots of her culture as it co-exists within the United States.*

**F. “Time I’ve Been Mistaken for a Girl” by Alex Dang — 2 hours**

*LGBTQIA is a vast, diverse community of people who often exist as outliers of society. Poetry is used to show how labels and social expectations affect youth identifying on the LGBTQIA spectrum as they try to integrate into their environments.*

## **Accessing Abilities: DisAbility Management Training**

**I. Autism and ADHD Toolkit — 2 hours**

*When considering ways to work with youth on the autism spectrum, keep in mind that every child is different. This training offers basic techniques that can suit most environments and will assist in redirecting youth and their peers in order to establish a safe learning environment. These techniques can be used as is or tailored to fit specific programming needs and situations. This will also provide an opportunity for extension professionals to support each other and reach possible solutions as a group. These tips and techniques will equip the participants with the confidence to meet the changing needs of the new generation of extension youth and families.*

## **Addressing Poverty and Extension Audiences**

*The purpose of this training is to sensitize participants to the everyday struggles of Kansans living in poverty. Poverty is an issue that people face cross-culturally and by changing our understanding of it, we are able to create change.*

**I. The Culture of Poverty from Self to Community — 2 to 3 hours**

*Have you ever wondered about your Kansas youth and families living in poverty? This training is designed to help participants have a deeper understanding of what it is like to spend a day in the life of a Kansas family that struggles to make ends meet. Understanding that poverty is a culture and developing practical resources to support families served through extension programming is the main theme of this training.*

**II. “Poor Kids” Documentary and Discussion — 2 hours**

*This documentary follows the lives of three different families struggling with poverty. Discussion and practical application of strategies to work with Kansas families living in poverty are to follow the film.*

## **Becoming a Bicultural Educator Makes Sense in Today's World**

### **I. Bicultural Identity Development for Youth, Families, and Extension Professionals — 1 to 2 hours**

*Diversity can come in many forms: race, ethnic background, gender, sexual orientation, ability status, age, socioeconomic status, etc. In today's changing world, it is more important than ever to create learning experiences incorporating a multicultural lens to view the world. We can then adapt our programming accordingly to interact with our extension audiences in a more effective manner. As extension professionals, we need to increase our awareness of ourselves and others and become bicultural educators, which helps us operate effectively within our own cultures and the cultures of our audiences. This training allows us to identify where we are on the bicultural continuum and make a plan to continue our bicultural journey to becoming more culturally competent professionals.*

### **II. Professional Development and Ethical Decision Making with New Audiences — 2 hours**

*Have you ever been in a difficult situation where you wondered if you made the best decision? When you think back on this event, is there something you could have done differently? How did someone's identity play into your decision making? The purpose of this training is to help you learn the eight steps of ethical decision making when working with new youth and families within your extension programming. Learning to be reflective instead of reactive while becoming more aware of yourself and others is the main objective of this training.*

### **III. Explicit and Implicit Bias and Debiasing Strategies in Action — 1 to 2 hours**

*Recent research conducted at the Kirwin Institute and Harvard University is exploring how implicit bias affects our ability to be culturally sensitive. These biases — brought about by life experiences — affect our understanding, actions, and most importantly, our decisions, in an unconscious manner. This training assists in outlining the steps we can take toward guarding against implicit bias. It helps promote ethical decision making and interactions to encourage and celebrate cultural diversity. Debiasing strategies will be discussed.*

### **IV. Intercultural Development Inventory — 2- to 4-hour group session; 1-hour individual consult**

*What is intercultural competence? It is the "capability to accurately understand and adapt behavior to cultural difference and commonality." The Intercultural Development Inventory is a 50-item, cross-culturally generalizable, valid, and reliable assessment of intercultural competence. By understanding how we relate to other cultures, we become more aware of our approaches toward cultural commonalities and differences within our day-to-day lives. Participants learn where they are on the intercultural development continuum, gain self-awareness, and develop an Intercultural Development Plan to inform their work with new audiences. This training can be offered to groups as well as to individuals.\**

*\*It is recommended for a group consultation to have follow-up individual consults lasting one hour.*

### **V. Engaging a Cultural Adaptation Specialist — 1 to 2 hours**

*One of the best strategies for engaging new audiences is to enlist the support of a Cultural Adaptation Specialist. The Cultural Adaptation Specialist is a bridge between the extension professional and the new audience. It can take years to learn a new language and understand the cultural norms prevalent in a new audience's community so having a support professional to help navigate these differences will allow for more effective and efficient community engagement. This training provides strategies for learning where and how to look for CAS support, engaging them in the initial phases of program development and revision, and learning how to identify the cultural norms prevalent in their community.*

### **VI. A Roadmap for Working with Latino(a) Audiences — 2 hours**

*Kansas's changing demographics make it necessary for extension professionals to develop a roadmap to engage new audiences. Family dynamics, cultural values, beliefs, and perceptions, as well as the new audience's understanding of 4-H, all play a part in retention efforts. Speaking the language helps but understanding the cultural community is even more important. This 2-hour training allows participants to look at their county/district demographics with new eyes and develop strategic goals that are culturally sensitive when working with a Latino(a) audience.*

## **ADVANCED DIVERSITY and INCLUSION TRAINING OFFERINGS:**

### **I. Understanding Culture and ‘Other’ Training — 2 hours**

*In our efforts to adapt our programming to be culturally sensitive we must make a commitment to have not only a deep understanding of ourselves, but a deep understanding of others. This training gives us tools to better navigate culture difference. Based on the participants’ interests, the main groups that could be covered within this training are: ethnic/racial diversity, socio-economic status, LGBTQIA, and ability status. Group discussion and a Q & A will follow to solidify skills learned.*

### **II. New Audiences, Poverty, and Volunteerism — 2 hours**

*Volunteerism has traditionally been a middle class model. When we are interested in engaging new audiences, we may have to change our perspective in order to incorporate new world views. Is it possible to find volunteers outside the middle class? Are there new ways to view volunteerism within new cultures? Engaging new audiences in programming also means that we have volunteers that can represent the diverse communities we are trying to reach. By adapting our view of volunteerism, we can reach new audiences in new and different ways.*

### **III. Power, Privilege, and Oppression Training — 2 hours**

*Intersectionality is the study of social identities as they overlap with power and privilege. This training assists participants in identifying how privilege plays out in their lives and how that awareness can affect others. Group members will participate in cross-cultural hands-on activities related to power and privilege and discussion to apply ideas and heighten self and other awareness.*

### **IV. Equality vs. Equity: What’s the Difference? — 2 hours**

*What roles do equality and equity play in the world around us? How are these two ideologies discussed in our communities? Come learn about the differences between equality and equity, how it affects our lives, and gain tools to better serve and support our communities.*

### **V. Microaggressions Across Cultures — 2 hours**

*Microaggressions are everyday verbal, nonverbal, and even environmental insults, whether intentional or unintentional, which communicate negative messages to target a person based solely upon their belonging to a minority group. These are evident within all marginalized communities, and this training will be exploring some examples of this cross-culturally. This training will encourage the participants to take a second look at their daily interactions with people from underrepresented communities and adapt their programming accordingly.*

### **VI. The Changing Faces of Ability — 2 hours**

*To be able to get up out of bed, brush your hair, do simple, daily activities that allow a person to be a productive member of society are often taken for granted. Many people throughout the world struggle with these daily tasks due to hidden disabilities that could be mental and/or physical in nature. This training offers tools and information to support and understand how the spectrum of disability operates within our society.*

### **VII. Gender Issues in the World Today — 2 hours**

*Our society in the United States has come a long way from women subjected to less educational opportunities and no legal or voting rights. However, there are still gender-fueled gaps as seen through implicit bias, wage differences, occupational gender segregation, and treatment of boys and girls within the classroom. The knowledge gained through this training will allow the participants to recognize these gender gaps and how they can help build a bridge within this divide.*

## **VIII. Examining Your Allyship — LGBTQ Focus — 2 hours**

*4-H Youth Development and the K-State LGBT Resource Center have collaborated to bring you a workshop that addresses how to be an effective ally to sexuality and gender identity minorities while learning and understanding more about lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ) culture. Every day, youth are finding the courage to express their sexuality and gender identity while seeking safety from homophobia and transphobia that may be instigated by their families, peers, and communities. Education about this population is an urgently emerging need, especially as Kansas' percentage of individuals who are LGBT identified is at 3.7% and rising. When we apply that statistic to 4-H enrollment of 60,000 children, we can infer that around 2,200 youth identify on the non-binary spectrum of sexuality and gender identity. As youth development professionals, you may find yourself working with parents, volunteers, board members, and other agents that are part of this population as well. This training facilitates exposure, education, and best practices regarding an often misunderstood and under-served group. By welcoming the LGBTQ community into extension programming, we are committed to KSRE inclusion initiatives.*

## **IX. Advocacy in Action: Speak Out! — 2 to 4 hours**

*When we become more aware of power and privilege within our society, community, and immediate social groups, we begin a new advocacy process. How do we respond to everyday bigotry? How can we make those uncomfortable moments into teachable moments? This training will provide the participants with the tools necessary to incorporate teachable moments into their everyday lives with others. This is about evoking change through our own personal advocacy work.*

## **Contact Information**

For more information on training offerings and scheduling, please contact Aliah Mestrovich Seay, Extension Specialist, 4-H Youth Development, at [aliah@ksu.edu](mailto:aliah@ksu.edu).

## **Additional Resources**

Navigating Difference is a 2-day core competency training offered through KSRE that is also available. For more information please contact Charlotte Shoup Olsen, Extension Specialist, Family Studies and Human Services, at [colsen@ksu.edu](mailto:colsen@ksu.edu).

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