

Oklahoma Cooperative Extension Service (OCES) **Building an Interculturally Competent** Community -A Multicultural & Engagement Program-

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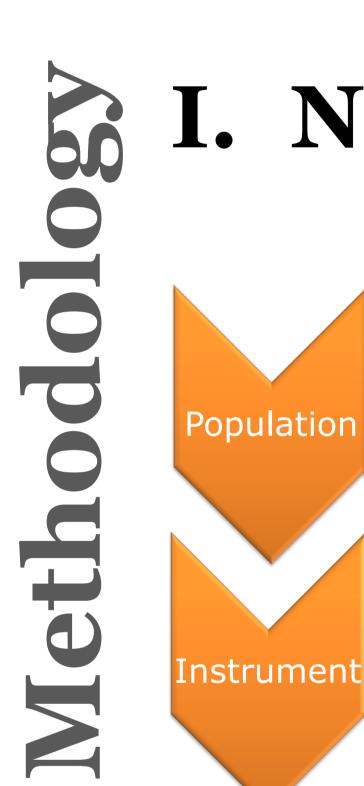
Institutional Review Board authorization – HE-1340 & HE-1342

Phases of the Project

Goal

Build an Interculturally Competent Community (ICC) which understands and accepts cultural differences and is actively engaged serving the entire population of the State of Oklahoma.





[. Needs Assessment

II. Assessing Intercultural Competence using the IDI

III. Intercultural Competence Training

• 685 Extension Personnel • Answer Rate - 19.27% (132) Population

• 685 Extension Personnel • Answer Rate – 8.03% (55) Populatio



Training

Delivery

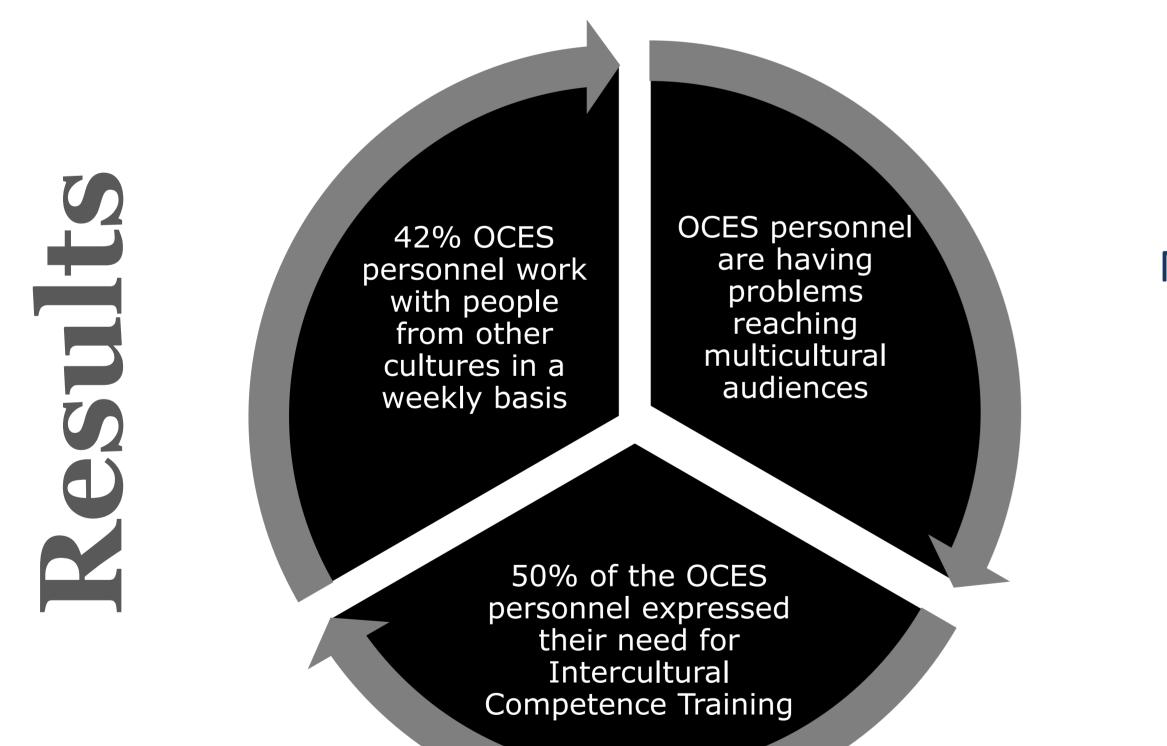
• Target Population Extension Personnel (685) • Design trainings according to Extension Personnel level of Intercultural Competence++ • Training Pilot Test around the state

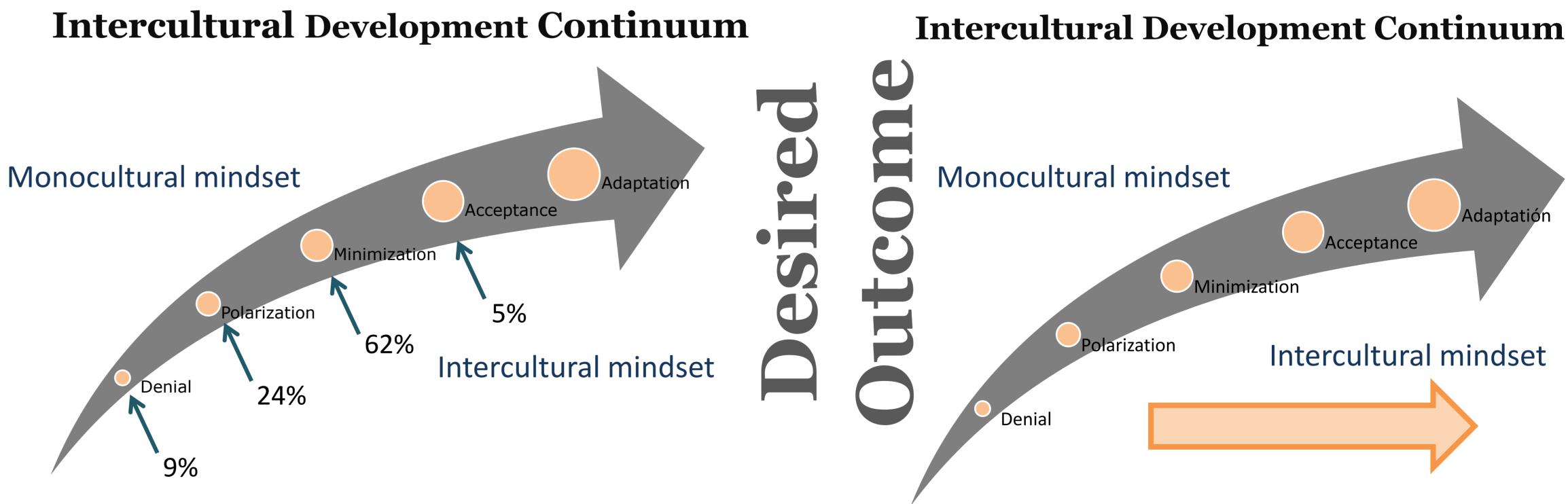
• Online Survey using Qualtrics 10 closed-ended and 5 openended questions

• Intercultural Development Inventory (IDI)

• 50- Items on line instrument Instrument

• Training #1. Building and Intercultural Competent Community • Training #2. Discovering my Culture • Training #3. Designing my Personal Intercultural Comment Plan





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Conclusions

- There is a need to design an deliver intercultural competence training.
- The training should be delivered in a variety of modalities, face-to-face workshops, lectures, online via Adobe Connect (synchronic) or Desire to Learn (D2L) platform (a synchronic).
- The group studied showed a Developmental Orientation of 90.91, measured by the IDI corresponding to the Minimization stage of the continuum.
- The training will be designed according to their level of intercultural competence, it should discuss topics related to cultural superiority or inferiority (right from wrong), and continue focusing on cultural differences and commonalities and the ways that those differences could be accepted and respected.

Hammer, M. R. (2011). Additional cross-cultural validity testing of the Intercultural Development Inventory. International Journal of Intercultural Relations, 35, 474-487. Hammer, M. R. (2012) The Intercultural Development Inventory: A new frontier in assessment and development of intercultural competence. In M. Vande Berg, R.M. Paige, & K.H. Lou (Eds.), Student Learning Abroad (Ch. 5, pp. 115-136). Sterling, VA: Stylus Publishing. Hammer, M. R., Bennett, M. J., & Wiseman, R. (2003). The Intercultural Development Inventory: A measure of intercultural sensitivity. International Journal of Intercultural Relations, 27, 421-443 US 2010 Census. Retrieved from http://www.census.gov/#