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

I. Needs Assessment

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

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

42% OCES personnel work with people from other cultures in a weekly basis
50% of the OCES personnel expressed their need for Intercultural Competence Training

II. Assessing Intercultural Competence using the IDI

Population
• 685 Extension Personnel
• Answer Rate - 8.03% (55)

Instrument
• Intercultural Development Inventory (IDI)
• 50+ Items on line instrument

Intercultural Development Continuum
Monocultural mindset
Monocultural mindset

Conclusions
• There is a need to design and deliver intercultural competence training.
• The training should be delivered in a variety of modalities, face-to-face workshops, lectures, online via Adobe Connect (synchronous) or Desire to Learn (D2L) platform (asynchronous).
• 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.