

Memo to: Staff, Professional Staff, Administrative Faculty

From: David Janzen

Date: September 1, 2010

Re: 2010-11 Opportunities for Growth in Intercultural Competency

For the second year of the initiative to encourage growth in intercultural competency among Goshen College employees, we are listing opportunities available through the 2010-11 college year. As last year, a factor in our appraisal system will measure intercultural competency by “the employee’s initiative to learn and exhibit competent and anti-racist behavior in relating to persons from other cultural backgrounds.”

President Brenneman’s challenge to employees at the opening brunch August 20 called us to prepare for a much more diverse student body in the coming years. All of us have a role to play in this effort, from fulfilling our daily responsibilities to just showing interest in a student’s academic or co-curricular activities. The just-completed Cultural Audit, which includes specific action recommendations, will be introduced to the campus this fall as well.

There are many ways you and your supervisor can work on meeting or exceeding this expectation. Participating in some of the activities listed below and interacting with students from backgrounds different than your own will be the primary evidence. We would like to see more employees using the 5 free meal tickets and the allowance for hosting students in your home this year.

The following list contains some of the opportunities you may participate in this year. Make your own creative suggestions to your supervisor about how you might demonstrate your desire to grow in intercultural and anti-racist competency!

A) Participation in educational opportunities, such as:

- 1) Attending convocation October 4 featuring Juana Bordas and /or her 2-hour seminar on “Multicultural Leadership” from 4-5:30 p.m.
- 2) Attending chapels October 27 and /or 29 lead by teacher and activist Anton Flores.
- 3) Traveling to Kalamazoo MI on Saturday November 6 to the exhibit “Race: Are We That Different” in conjunction with the Notre Dame Multicultural Affairs Office.
- 4) Attending convocation November 8 or 15 on immigration issues.
- 5) Visiting the “Race: Are We That Different” web site link found on the <http://www.goshen.edu/hr/Training>, and completing the accompanying questionnaire.
- 6) Participating in a two-part series introducing anti-racism co-led by Regina Shands Stoltzfus and David Janzen October 25 and 27, 8 a.m.-10 a.m.. This will be repeated in the spring semester, date and time to be announced.
- 7) Attending the Voices ‘N Harmony concerts November 5 and April 15.
- 8) Attending the Martin Luther King Jr. Day events on January 17.

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9) Attending an encore series presentation of the “Meeting David Wilson” DVD in February.

10) Taking a foreign language class.

B) Interaction with students/employees of different cultural group, such as:

- 1) Participating in the Friendship Family program
- 2) Attending Latino Student Union, Black Student Union, International Student Club, Third Culture Student Club activities
- 3) Participating in Mosaic committees
- 4) Using college-provided lunch tickets or home-meal subsidy to interact with students from other cultures.
- 5) Attending the International Coffeehouse, or other student events
- 6) Using a foreign language in interactions
- 7) Singing in Voices N’ Harmony

C) Community involvement, such as:

- 1) Participating in community organizations or churches that include persons of different cultural backgrounds
- 2) Attending community or church meetings dealing with diversity and anti-racism issues.
- 3) Assisting with or attending community diversity days.

With exception of the Saturday trip to Kalamazoo, the events listed in “A” are considered paid work time and for hourly staff should be part of your normal 40 hour work week, and if possible a flexible schedule can be arranged with supervisor approval to allow you to attend a lunch time meeting. If that is not possible, you will be paid overtime. Evening or weekend activities, such as hosting a student or attending a community event or college club meeting, will not be considered compensable time.

This should be a great opportunity for all of us to expand our horizons, grow in our understanding of each other, and support the mission of our increasingly-diverse college.