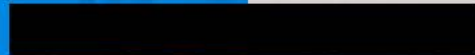




# Cultural Diversity

"We have become not a melting pot  
but a beautiful mosaic.  
Different people, different beliefs, different yearnings,  
different hopes, different dreams."

*Jimmy Carter*



# Instructional Goals

- Be able to identify the 3 major elements of Penal code section 13519.4 concerning cultural diversity and cultural groups.
- Be able to identify 5 characteristics of culture.
- Be able to recognize what Cultural Diversity is.
- Be able to identify 3 benefits of Cultural Diversity Appreciation both within our law enforcement organization & within the community it serves.
- Be able to identify 4 barriers to Cultural Diversity Appreciation.

# Brainstorming Session



# Agreements

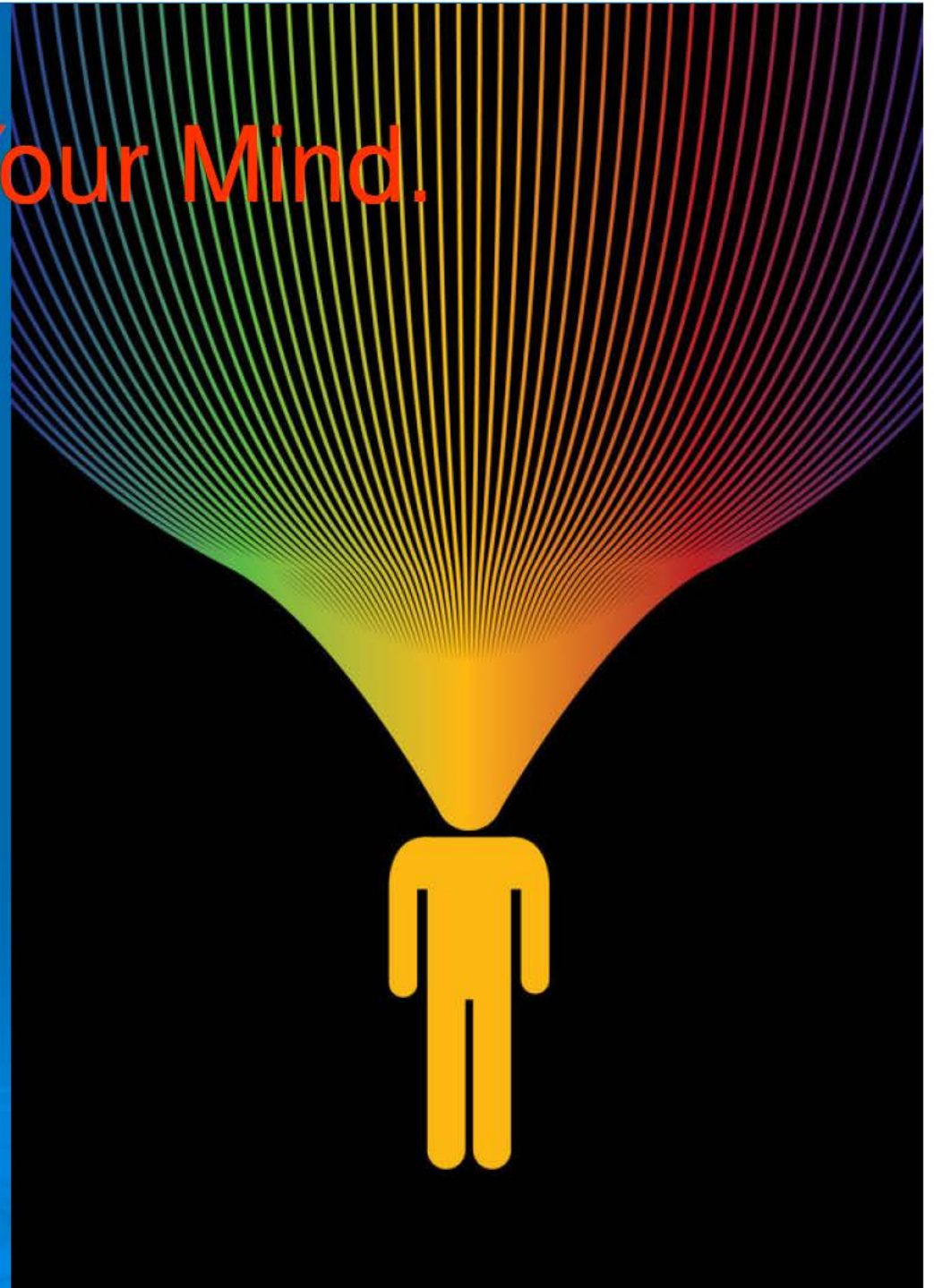
- Each member has something to contribute to the group & will be provided a fair opportunity to do so from the participants & from the facilitator.
- Any participant has the right to not verbally participate at any point in the session.
- To create a safe, open, honest and respectful environment in which to address diversity issues, we must also agree to the following:

# Agreements

- Listen with respect
- “I” Statements
- No cross talk
- Right to pass
- No put downs or zaps
- Risks/emotions OK
- Interactive vs Persuasive
- Laughing with vs laughing at
- Amnesty
- Confidentiality

# Free Your Mind.

“The mind is like  
a parachute, it only  
works when it  
is open.”



# Getting To Know You

*Diversity is the  
one true thing  
we have in common.*

Celebrate it everyday.



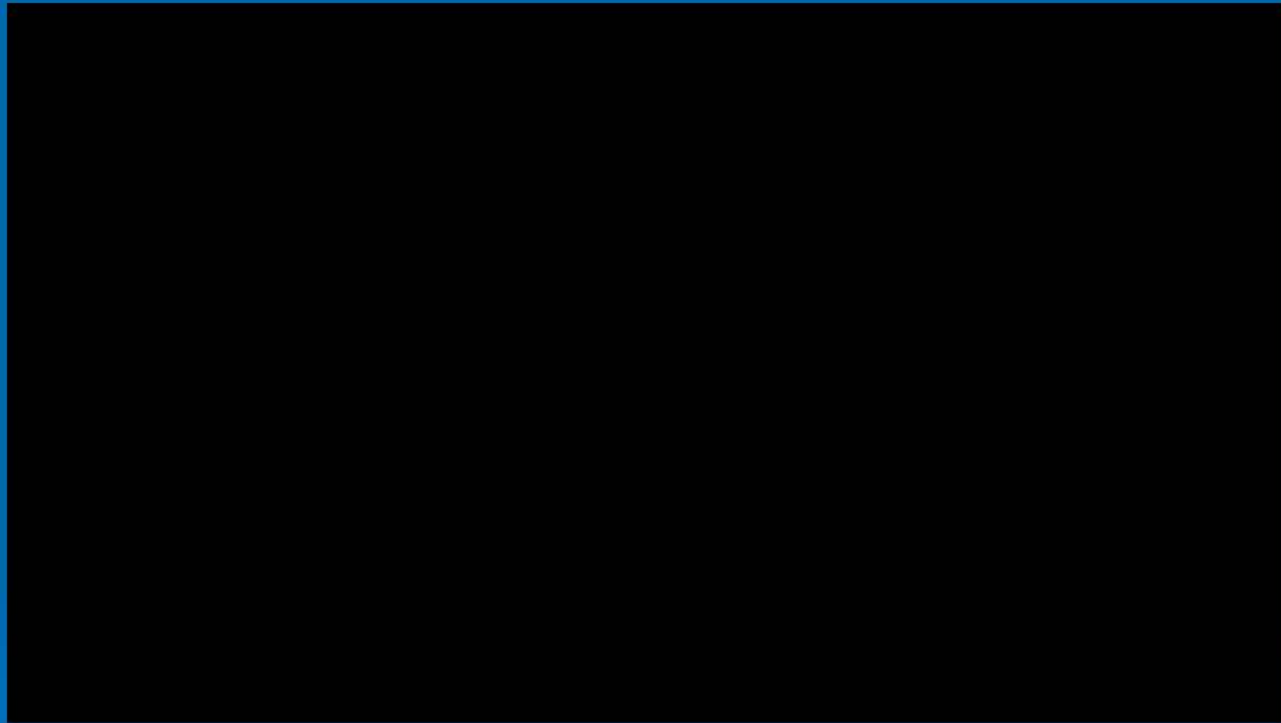
# Stereotype

- A preconceived generalization involving negative or positive beliefs about another group.
- Based solely on the individual apparent membership in a certain group.






Are words that are offensive to some, okay for others?



# Group Sessions

- What cultural differences within our community might be difficult to relate to?
  - Negative stereotypes / terms / phrases
  - Why Does Racism Exist
- 

# What are the dangers of relying on stereotypes to form judgments?

- False Assumption
- Info Falsely Weighted
- Sexism
- Homophobia
- Racism
- Separatism



# Stages of Assimilation

- First Stage - Survival
- Second Stage - Adjustment
- Third Stage - Mature
- Fourth Stage - Assimilated?

# Cultural Diversity Appreciation

Cultural Diversity Appreciation

VS.

Race Relations, Human Relations



# Penal Code section 13519.4

1. The course shall stress understanding & respect for racial & cultural differences.
2. Include adequate instruction on racial & cultural diversity in order to foster mutual respect & cooperation between law enforcement & members of all racial & cultural groups.
3. For the purpose of this section, “culturally diverse” & “cultural diversity” include, but are not limited to, gender & sexual orientation issues.

# What is American Culture





# Cultural Diversity

- Cultural Diversity means differences in culture. Cultural differences in all the varied cultural that we have just discussed.
  - Identify 5 Characteristics of Culture.

A photograph of a market stall displaying a wide variety of spices. Numerous wooden bowls are arranged on a counter, each filled with a different type of spice, ranging from bright reds and yellows to earthy browns and greys. Small white labels with text are placed in front of each bowl. The background is slightly blurred, focusing attention on the spices. The entire image is framed by a thick blue border.

Mutual Understanding and Respect  
is the key to harmony.

When one culture imposes  
their own culture on others,  
there will be conflict.

Accepting the different cultures  
like spice of food is the key.

# The 1<sup>st</sup> Barrier to Diversity Appreciation



# The 2<sup>nd</sup> Barrier to Diversity Appreciation

Tradition and  
Resistance to Change.



# The 3<sup>rd</sup> Barrier to Diversity Appreciation

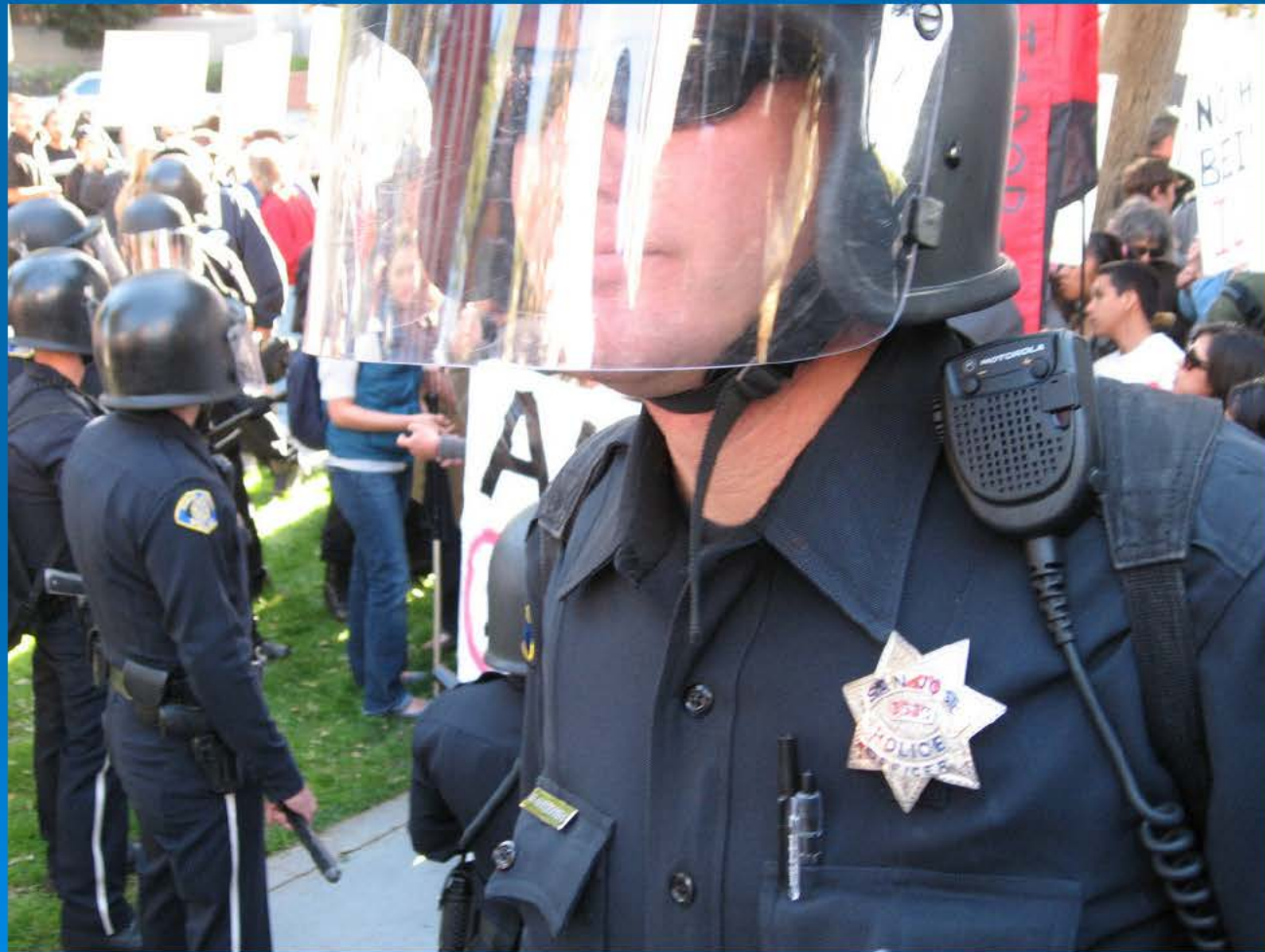
The lack of a common  
understanding of what  
Diversity Appreciation is.



## The 4<sup>th</sup> Barrier to Diversity Appreciation

The lack of commitment  
On the part of many people  
To work towards teaching,  
And promoting  
Diversity Appreciation for all.

# Barriers to Cross Cultural Communications



# Telephone Contacts



- What are some cross-cultural issues we must consider during telephone contacts?



# Effective Communication

- Identify strategies for effective communications within a diverse community.
  - Verbal Communication
  - Active Listening
  - Non-Verbal Communication

# Teach by Example.

Example is NOT the best way to teach,  
it is the only way.

Cultural Diversity Appreciation can only be  
achieved by making an individual  
commitment to give emphasis to the  
similarities of our diverse community as  
one values or appreciates the differences.





What are 3 benefits of Cultural Diversity Appreciation both within our Law Enforcement Organization and within the community it serves?



