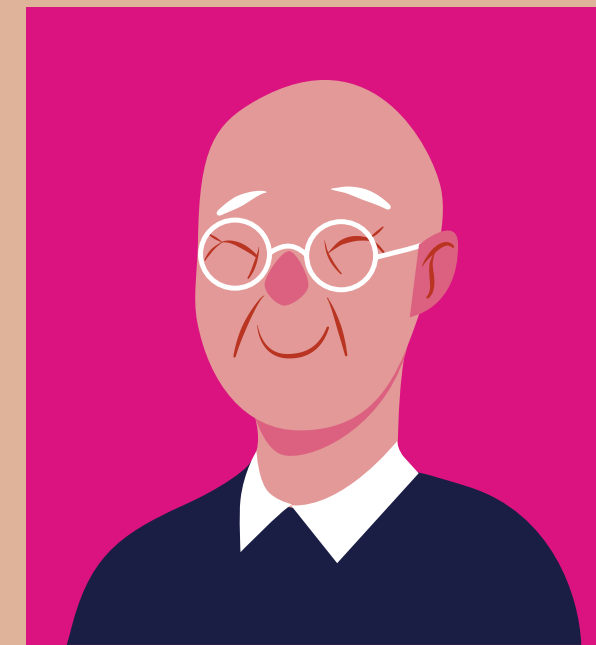
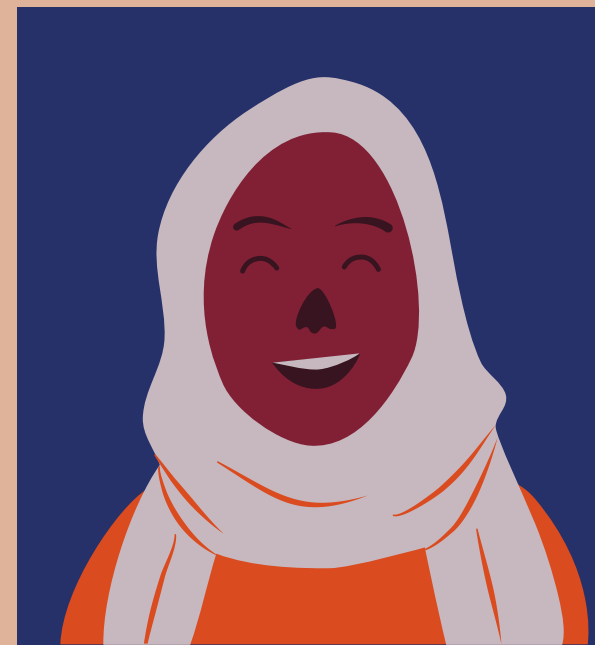
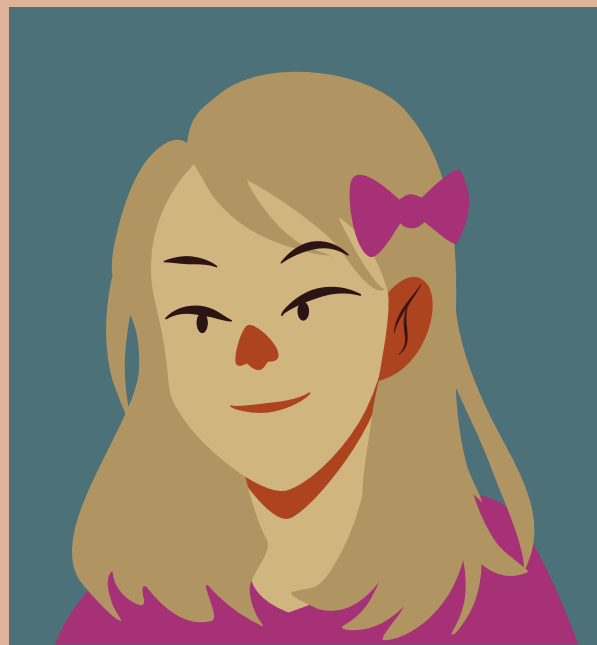
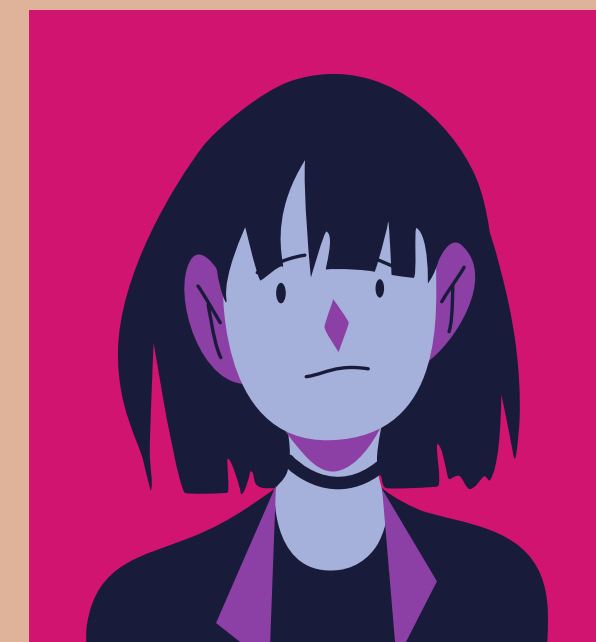
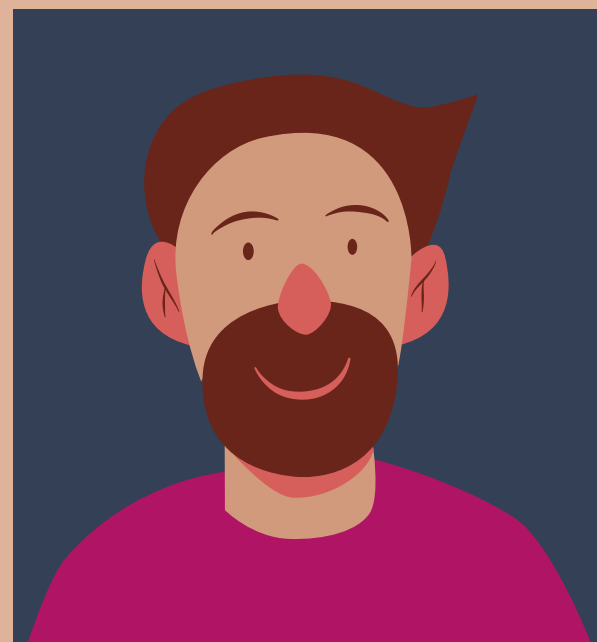




The Ethnocultural Department's Guide to:

Cultural Diversity & Inclusion



Our goal:

**ensuring that our clubs
are safe, welcoming and
friendly environments for
people of all culturally and
linguistically diverse
(CaLD) backgrounds.**

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Key points:

- What is cultural awareness and why is it important?
- Common dimensions of culture
- What is privilege?
- Benefits of cultural awareness & risks of being culturally unaware
- Events Guide to be more culturally inclusive
- Intersectionality

What is culture, and why is cultural awareness important?

Culture broadly encompasses a range of shared values, beliefs, customary practices, behaviours and languages. Not only does culture define who we are, it also shapes the way we interact with others.

Everyone has different values and beliefs which can be informed by their culture, and which provides them with different perspectives.

In our community, 32% of Western Australians were born overseas, and 18% speak a language other than English at home. It's important to reflect on your own culture and how this might inform your beliefs – think about how this can be different for others!



Common Dimensions of Culture

different cultural groups may have different values and priorities - keep these in mind when interacting with people!

Individualism vs collectivism

personal goals and independence vs
community and group harmony

Uncertainty avoidance

rules and structure vs. go-with-the-flow and
risk-taking

Power and hierarchy

trusts authority and leaders vs. values shared
decision-making

Tasks vs relationships

achievement and material success vs.
relationships and wellbeing

Long-term vs short term priority:

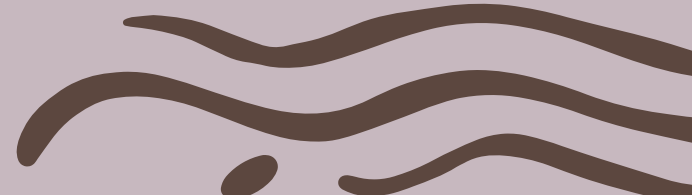
planning and perseverance vs. immediate results

Norms:

strong vs casual adherence to social/cultural
norms

Perception of time:

strict adherence to time constraints vs more
casual



Privilege

Privilege refers to the unearned advantages we may have as a result of different aspects of our identity e.g. racial privilege, gender privilege, socio-economic privilege, non-disabled privilege, heterosexual privilege etc.

Privilege is power. Those from underrepresented or marginalised groups face disadvantages that those with privilege may not be aware of or have even considered.

As club executives, we must be aware of the barriers and diverse challenges faced by our club members and committees, and how we can remove these barriers to make our events more accessible for everyone. It also allows to cultivate a culture of respect, tolerance and belonging within our club spaces.



Reflecting on our privileges

Take a few minutes to watch this video and complete the following quiz, and reflect on how you may have certain privileges that affect your daily experiences. Remember, often people with privileges don't even consider that these are privileges for them!

<https://www.buzzfeed.com/reganjha/how-privileged-are-you>





The Benefits of Cultural Awareness

Inclusive environment

promotes tolerance, understanding, acceptance and mutual respect in your daily interactions – skills that will serve you in the community and workplace

Efficiency

having diverse voices & perspectives on your team allows for better problem-solving, more inclusive events planning and a better understanding of your own biases!

Improved communication

allows for easier communication within your team, and minimises potential misunderstandings

Improved club engagement

if people feel included and welcome in your club, they will continue to show up to your events!





The Risks of Being Culturally Unaware

Feelings of exclusion

students may feel unwelcome at your events – this can greatly impact their wellbeing (and turnout at your events)!

Cultural clashes

being unaware of differences in cultural norms, values or even language barriers can lead to potential misunderstandings and conflicts within your team

Delegitimising other cultural practices

students, or even your committee members, may feel pressured to fit in by concealing their cultural identity and deviating from their beliefs





Events Guide



Catering

ensure you have options that meet common dietary requirements (allergies, vegetarian, no beef, kosher, halal, etc.) These should be packaged, labelled and placed separately to other foods to prevent cross contamination. Include a variety of drink options including non-alcoholic! Seek diverse cuisines for catering!



Timing

Check the cultural calendar on the Guild website to take note of cultural holidays e.g. minimise food events during daytime in Ramadan, during Yom Kippur and other fasting days, and be mindful of Lent; always include vegetarian options; respect days like Sabbath which certain religions (e.g. Judaism, Christianity) reserve for rest and worship



Spacing & Scheduling

Ensure designated spaces or alternative rooms are available to students if they wish to go pray, meditate, or simply take a breath outside of the environment. Some religious groups pray at certain times – provide your attendees with an events schedule & always allow time for breaks!



Events Guide



Collaborations

increase collaborations with different clubs, including cultural and religious clubs, to bring different perspectives, and engage better with CaLD students. When holding events requiring guest speakers or industry professionals, seek to include people from CaLD backgrounds as well!



Variety

Trial a variety of event styles, activities and locations, ensuring that your events are accessible to all! E.g. have a mix of events outdoors & indoors, during the daytime & nighttime, include non-alcoholic events & locations + and non-alc activity options during events.



Marketing

Clearly communicate all details about the event, including the itinerary, break times and end time. Ensure that the language used is clear. Include images/graphics on posts & subtitles/captions for videos!



Events Guide



Language

Ensure that you use clear & concise language throughout, avoiding any confusing colloquialisms (slang) as a much as possible. For panel discussions or presentations, ensure that every speaker is given time to communicate their points well. During interactions, be mindful of different accents, social cues and grammar differences between languages. Some communication errors may occur – be understanding and mindful!



Reflections & Feedback

After the event, reflect on its accessibility and inclusivity, and how you could modify it for future events. Be open to feedback from your attendees, and ensure that there are avenues through which people can anonymously report incidents of inappropriate behaviour or discrimination.

Even minor adjustments can go a long way!

Cultural inclusivity within your committees

As club executives, we have to prioritise the wellbeing of our committee members!

- being mindful of the needs of your committee – try to organise meetings and committee bondings outside of cultural holidays, in accessible locations and at accessible times
- be inclusive of people's cultural or religious preferences – they might not be comfortable with specific activities for committee bondings or might have dietary requirements
- be aware of your unconscious biases, and make a commitment to listen and learn
- when recruiting applicants,
 - use simple language when interviewing applicants and rephrase when necessary
 - use inclusive recruitment methods – avoid asking people to attend parties or camps as a requirement to join committee
 - keep an open mind! don't judge people by their appearance, and don't rely on stereotypes when meeting people

Intersectionality

Different aspects of a person's identity can expose them to overlapping, cumulative forms of discrimination.

We must consider everything and anything that can shape people's identities and affect their values and perspectives— gender, race, class, sexual orientation, physical ability, etc.

We need to not only be aware of these identities and celebrate them, but also understand how they go hand in hand in order to promote safe, inclusive environments for our team.

