

Resource Guide

INTERCULTURAL EFFECTIVENESS TRAINING

Prepared by:



TERMS AND DEFINITIONS

Microaggressions: Everyday remarks, small actions, comments, and snide or snarky expressions that unconsciously or unintentionally express prejudice.

Systemic Racism: public policies, institutional practices, and cultural representations that create inequities between racial groups, even when this is not their explicit or intended impact.

Interpersonal Racism: Person to person, can be direct, overt, or intentionally harmful. Individual instances of racism are firmly rooted within bias of the general population. Small, offhand, and unintentional.

Implicit Bias: a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors.

BOOK RECOMMENDATIONS

Harvest of Empire by Juan González

The Undocumented Americans by Karla Cornejo Villavicencio

From Somalia to Snow: How Central Minnesota Became Home to Somalis by Huda Ibrahim

Daughters of Arraweelo, Stories of Somali Woman by Ayaan Adan

MOVIE RECOMMENDATIONS

Chicanx/Latinx History – Harvest of Empire (87 minutes)

Harvest of Empire examines the direct connection between the long history of U.S. intervention in Latin America and the immigration crisis we face today. Based on the groundbreaking book by award-winning journalist Juan González, Harvest of Empire takes an unflinching look at the role that U.S. economic and military interests played in triggering an unprecedented wave of migration that is transforming our nation's cultural and economic landscape.



WHAT NOW?

Addressing microaggressions

- *Speak up without being confrontational. Repeat information without unnecessary racial or ethnic descriptions.*
- *Model bias-free language subtly.*
- *Appeal to values and principles that guide you. Remind the person of the importance of treating others with respect.*
- *Engage in active discussion. Ask clarifying questions, articulate your view, and strive for common ground.*
- *Anticipate and rehearse possible responses beforehand, so you can confidently respond to bias when it arises. **Become confident in your responses, and use them.***

Ways to Address Personal Bias:

- Seek feedback and advice from family members to work through biases.
- State your goals out loud to model behavior for others.
- Commit to learning more through education, exposure, and awareness.
- Create opportunities to expand your understanding and acceptance.
- Follow through by reflecting on what you've learned and how your behavior has changed.