

PSYC 4001 F : CULTURAL COMPETENCE

Instructor	Herman Hawthorne
Term	Fall 2023
Course Delivery	On-Line (Synchronous)
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COURSE DESCRIPTION/INSTRUCTOR'S STATEMENT

STRAIGHT TALK – REAL TALK

What they don't teach you about, we talk about!

This class should be taken by every student before graduation who is disturbed by prejudice and racial injustice and also by every prejudice person.

This class matters for your employability and humanistic goal for the reduction of inequalities, and the promotion of peace.

Are You Culturally Competent? Are You Committed to Equity?

Are You Ready to Fight for Racial Justice?

Do You Want to Combat Racism?

Do You want to Become a Good Ancestor and an Ally to Challenge the Racist Status Quo?

If so, this class is for you!

Enrol in this eye-opening journey towards a more inclusive tomorrow! This thought-provoking anti-racism seminar is specifically designed for university students who are passionate about combatting discrimination and creating a harmonious society. It is also for students who are committed to equity and justice, enjoy engaging in dynamic discussions, gaining valuable insights, and explore effective strategies to challenge racism head-on.

Living in a nation that remains racially unjust with systemic racism creates unique conundrums. Students will be living and working in a diverse and multicultural world and should gain more self-awareness and become culturally competent as it relates to interaction with others who may be different from them in many ways.

Unleash your potential as a change maker, and equip yourself with the knowledge, awareness and tools needed to foster a truly diverse and equitable campus and society. Together, let's break down barriers, embrace diversity, and ignite a movement of unity that transcends boundaries. Do not miss this opportunity to participate in this transformative class and to make a lasting impact and shape a brighter future for all.

Our world is becoming browner and more diverse, not less.

Canada has officially declared racism a public health issue. We are living in the midst of a racism pandemic due to the ongoing systemic racism in Canada, as well as globally, and therefore we are living in a moment of racial reckoning. It is known that that systemic racism takes a toll on the mental health of the BIPOC community. Recently, Ottawa Police Services reported that reports of Hate\Bias motivated incidents have soared by 23.5% in the first six months of 2023 alone. Groups predominantly affected are 2SLGBTQQ1A+, Jews, Muslims, Blacks, and Chinese. This increase has a lasting impact on individuals targeted. This class is part education and activation. The objective of this class, therefore, is to provide anti-racism awareness, strategies and solutions.

Cultural Competency Could Be the Key to Your Success or Failure.

University environments are changing and becoming more diverse, so is the business world. Therefore, it is **extremely crucial for university students** to prepare themselves to enter into an ever-expanding global and diverse multicultural workforce.

University graduates who are culturally competent can communicate, interact comfortably, network, and work with people who are different from them in multicultural teams and the workplace. They are a highly sought-after talent in an increasingly globalized world. Graduates lacking those skills severely limit their ability to relate to, and promote, the organization or business to a diverse clientele which can limit their opportunities to advance in the workplace.

As a graduate you can look polished and get all the right grades and internships, but if you lack the skills to connect, understand, and effectively interact or collaborate with people who are different from you. I.e., people who don't look like you, think like you, dress like you, act like you, and may hold different beliefs than you, then you are not ready for today's workplace and the multicultural society that you will be living in.

Anyone who emerges into our culturally and ethnically diverse society speaking only one language and with a **mono-cultural perspective** on the world can legitimately be considered as **educationally ill-prepared**.

Students who have taken this course report a raised awareness of white privilege and racism and a decrease in negative attitudes towards cultural differences. Students have also responded with an increase in support for social justice.

In addition to their positive educational outcomes, this course has been reported as being interesting, enjoyable, practical for real-world applicability, and unique.

Students should emerge from this course with a more profound understanding of groups other than their own. Furthermore, learning to appreciate the many differences in our diverse society will strengthen the possibilities of living and working together harmoniously. It will also provide students with a moral compass, cultural competency skills for leadership roles for the future, and a cleaner vision of the world around them.

This class is basically a journey to enlightenment and personal transformation.

EVALUATION (SUBJECT TO CHANGE)

Reflection Paper	25 pts.
Newslog, & Summary of Class Readings	25 pts.
Class Attendance / Participation	20 pts.
Final Paper	30pts.
Total	100 pts

TEXT

TBA