

***Fourteen Annual Cambio de Colores Conference –
Latinos in the Heartland – Shaping the Future:
Leadership for Inclusive Communities***

*“Building a Comprehensive plan for
reaching minorities through Extension:
Avoiding isolated approaches”*



Lupita Fabregas, Ph.D.
Jorge H. Atilas, Ph. D.
June 11th, 2015
Kansas City, MO

Purpose



The purpose of this presentation is to share
OCES **C**omprehensive **I**ntercultural **C**ompetency
Plan .

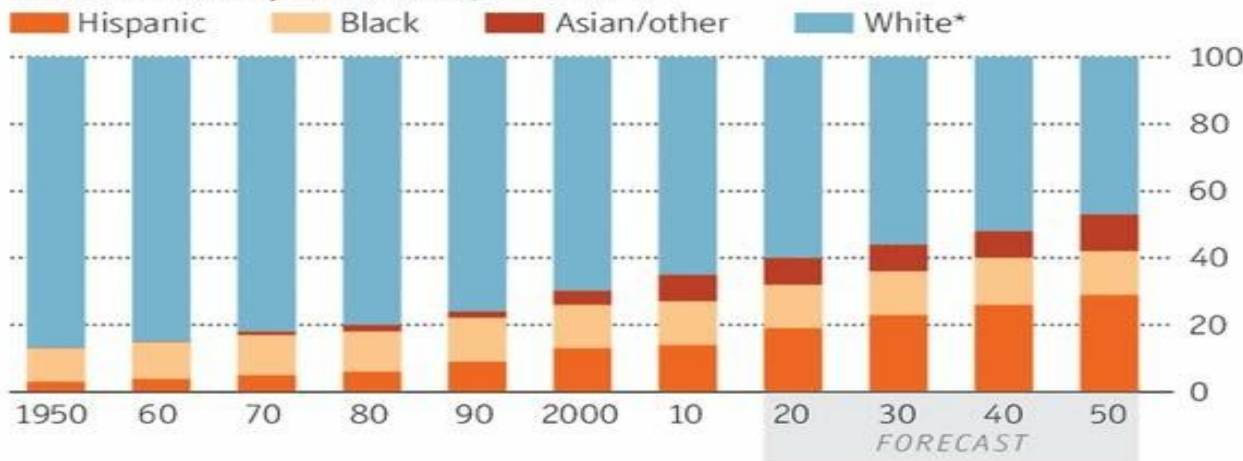
Challenge of Cooperative Extension Service - OCES

Reach and serve minorities and underserve population in the state of Oklahoma.

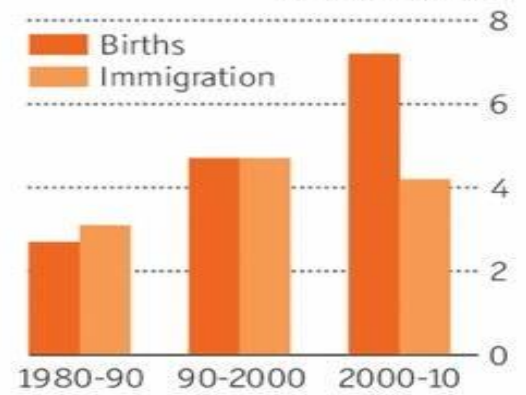


Hispanic America

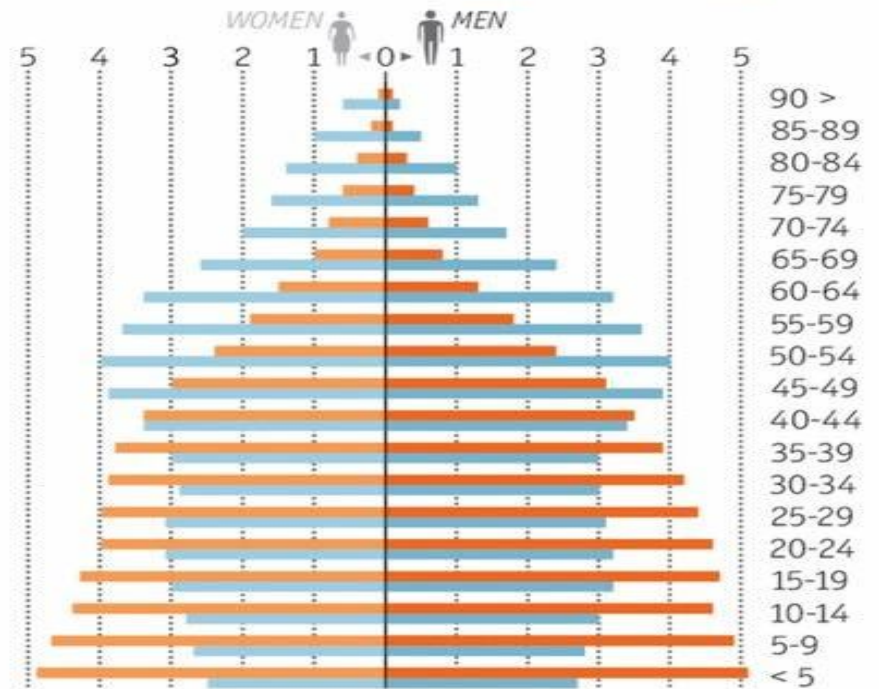
America's racial/ethnic composition, %



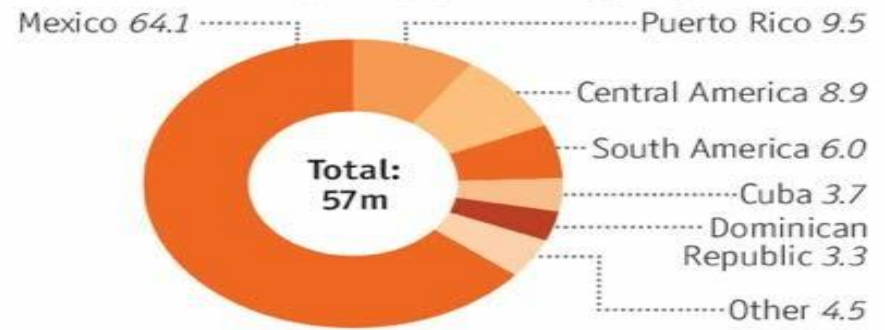
Growth of Mexican-American population, m



Population by age group 2010, % of total



Hispanic population by origin, 2013, %



Hispanic-American purchasing power is equivalent to the world's **16th** largest country

Nearly **1m** US-born Hispanics reach voting age annually

Median wealth[†] of households: Hispanic **\$7,683** vs White* households **\$110,500**



*Non-Hispanic
†2011

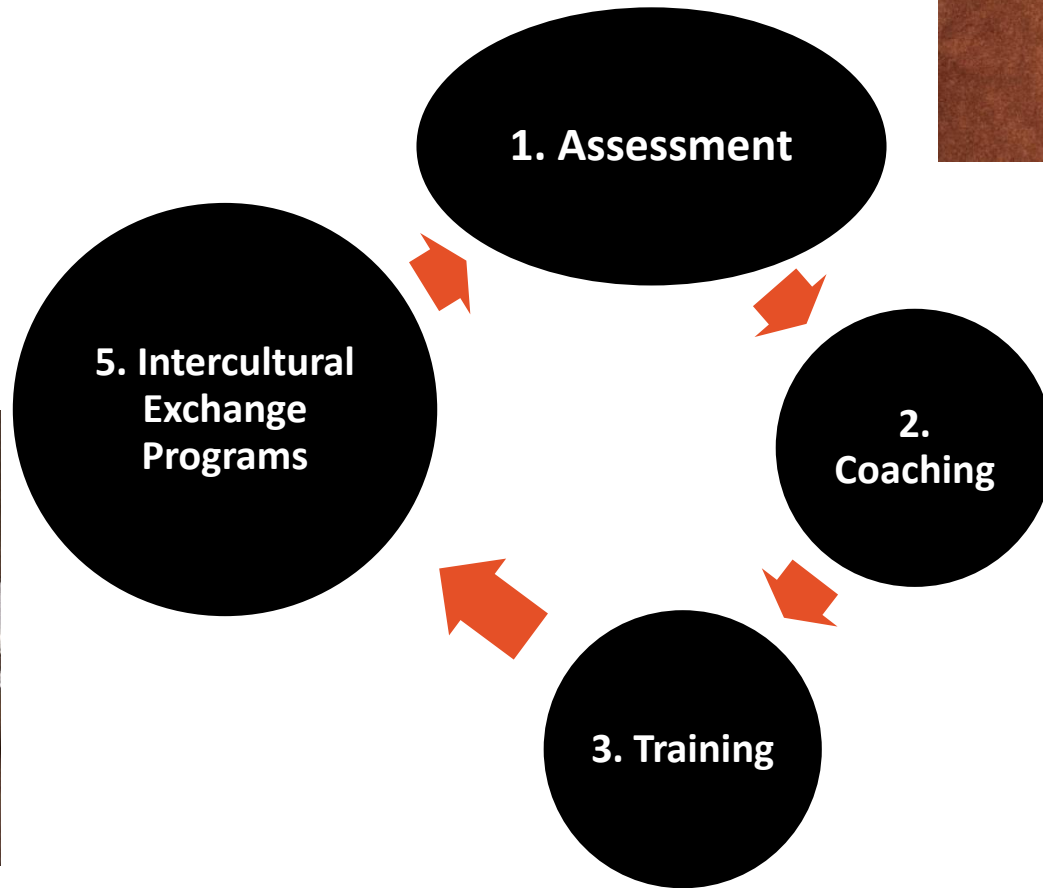
Sources: Pew Research Centre; US Census Bureau; "Latino Boom II" by Chiqui Cartagena; "Latino America" by Matt Barreto and Gary Segura

National Efforts

**Identify the needs,
serve and/or increase
diverse population's
participation in
Extension (North
Carolina State
University , 2012)**

**Developing new
skills, knowledge,
and abilities in
Extension
Educators to better
reach and serve
people from
different cultures
(Oklahoma State
University)**

Strategies



10 Activities

Assessment

- 1. Needs Assessment of Intercultural Competence training
- 2. Assessing Intercultural Competence using the IDI.

Coaching

- 3. Personal Interviews and Feedback Session with Extension Personnel.

Fabregas Janeiro, M. G., Martin, J., Atilas J. H. (Under Review, 2015). Multicultural Needs Assessment of Extension Educators – Oklahoma Cooperative Extension Service. *The Journal of Community Engagement and Higher Education*. 246-974-1-AM.DOCX

Fabregas Janeiro, M. G. & Atilas, Jorge. (2014). OCES - Building an Intercultural Competent Community – First Year assessment. *15th Annual Engagement Scholarship Consortium Conference. Engaging for Change: changing for Engagement*. Research Poster. October 7-8, 2014. Edmonton, Alberta, Canada.

Fabregas Janeiro, M. G., Kelsey, K. D., Robinson, J. S. (2012). Predicting Intercultural Sensitivity Using Demographic Variables among College of Agriculture Undergraduate Students. *US-China Education Review*, 2(8), 710-719.

Fabregas Janeiro, M. G., Kelsey, K. D., Robinson, J. S. (2011). Assessing changes in intercultural sensitivity among agricultural students exposed to international experiences. *Journal of International Agricultural and Extension Education*. 18(1), 34-44.

Fabregas Janeiro, M. G. & Atilas, J. H. (In progress). Assessing Intercultural Competence in Oklahoma Cooperative Extension Service educators using the Intercultural Development Inventory (IDI).



Oklahoma Cooperative Extension Service (OCES)

Building an Interculturally Competent Community

-A Multicultural & Engagement Program-

Maria G. Fabregas Janeiro, Ph.D. & Jorge Atilas, Ph.D.
Oklahoma State University

Institutional Review Board authorization – HS-1502 & HS-1543

Goal

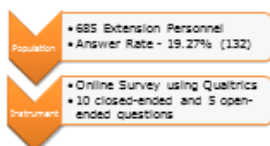
Build an Interculturally Competent Community (ICC) which understands and accepts cultural differences and is actively engaged serving the entire population of the State of Oklahoma.

Phases of the Project

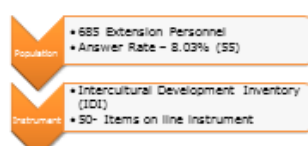


Methodology

I. Needs Assessment



II. Assessing Intercultural Competence using the IDI



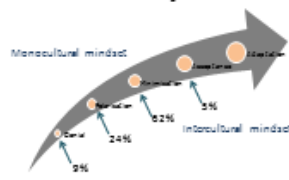
III. Intercultural Competence Training



Results



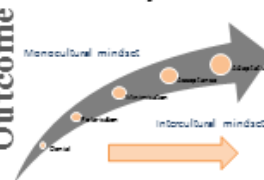
Intercultural Development Continuum



Copyright 2007, 2009, Mitchell R. Hammer, Ph.D.

Desired Outcome

Intercultural Development Continuum



Copyright 2007, 2009, Mitchell R. Hammer, Ph.D.

Conclusions

- There is a need to design and deliver intercultural competence training.
- The training should be delivered in a variety of modalities, face-to-face workshops, lectures, online via Adobe Connect (synchronous) or Desire to Learn (D2L) platform (asynchronous).
- The group studied showed a Developmental Orientation of 90.91, measured by the IDI corresponding to the Minimization stage of the continuum.
- The training will be designed according to their level of intercultural competence. It should discuss topics related to cultural superiority or inferiority (right from wrong), and continue focusing on cultural differences and commonalities, as well as ways that those differences could be accepted and respected.



Fabregas Janeiro, M. G. & Atilas, Jorge. (2014). OCES - Building an Intercultural Competent Community – First Year assessment. 15th Annual Engagement Scholarship Consortium Conference. Engaging for Change: changing for Engagement. Research Poster. October 7-8, 2014. Edmonton, Alberta, Canada.

Step I.

Strategies & Activities

Training

- 4. Design and Deliver Short and Long-term training.
- 5. On-Line Core Competencies training (5 Modules)
- 6. On-Line Semester-long Course – Discussion Base Intercultural Competence for Extension Educators
- 7. Factsheets & Educational and awareness documents.

Fabregas Janeiro, M. G. & Atilas, J. H. (Accepted, 2015). Building a comprehensive plan for reaching minorities through Extension: Avoiding isolated approaches. *Fourteenth Annual Conference. Cambio de Colores, Change of Colors*. June 10-12, 2015. Kansas City, Missouri

Fabregas Janeiro, M. G. (2014). Designing a Master Level Class Cultural Competency for Working in Agricultural and Extension Education. *British Journal of Education, Society and Behavioral Sciences*. 6(1): 1-8.

Fabregas Janeiro, M. G. (2014). Discovering my culture...A journey to become Intercultural Competent. *Oklahoma Women in Higher Education*. November 21st. UCO-Edmond, OK

Fabregas Janeiro, M. G. & Atilas, J. H. (2014). Teaching Intercultural Competence: an Online Experience. *6th International Conference on Education and New Learning Technologies (EDULERN)*. July 7-9, 2014. Barcelona, Spain. Abstract 236.

Fabregas Janeiro, M. G. (2014). Beyond the stereotypes. 10 Tips for working with people from a Hispanic culture. *Oklahoma Cooperative Extension Service Conference*. January 22 & 23. Stillwater, OK.

Fabregas Janeiro, M. G. (Under Review, 2014). Learning about My Culture. Oklahoma Cooperative Extension Service.

Fabregas Janeiro, M. G. (Under Review, 2014). Values, stereotypes, prejudice, and discrimination. Oklahoma Cooperative Extension Service.

Fabregas Janeiro, Maria G., Lopez Fabre, R. Nuño de la Parra, P. (2013). Building intercultural competence through intercultural competency certification for undergraduate students. *Journal of International Education Research (JIER)*. 10(1), 1-8.

Some Examples of Trainings

**Lupita's Rules to Build
an Intercultural
Competent Community**



10 Tips to Recruit Hispanic Volunteers

Fabregas Janeiro, M. G. (October 24, 2014). Discovering My Culture. CNEP. Tulsa and Creek County. Tulsa Extension Office. Tulsa, OK.

Fabregas Janeiro, M. G. (August 27, 2014). Journey of Become Intercultural Competent – 2 hours training. Pilot Test. *OCES-FCS*. Oklahoma City, OK.

Fabregas Janeiro, M. G. (July 25, 2014). My culture and my developmental plan. Workshop. West Oklahoma NEA. In-Service. Oklahoma City, OK

Fabregas Janeiro, M. G. (August 20, 2013). Lupita's Rules for Working in a Diverse Society. Class Presentation. Dr. Gail Gates. *College of Human Sciences - NSc*. Stillwater, OK

Beyond the Stereotypes!

10 Tips for Working with People from a Hispanic Culture

Maria G. (Lupita) Fabregas, Ph.D.
lupita.fabregas@okstate.edu

Clinical Assistant Professor, Multicultural and Community Engagement
College of Human Sciences | Oklahoma State University

“Recognizing the differences between cultures is essential to understanding who they are, who we are, and how we can work together”

- Ned Crouch

Hispanic?

Hispanic refers to people whose native language is Spanish or who are descendent of Spanish speaking ancestors.

or

Latino?

Latino is general used in the United States to describe U.S. Residents of Latin American origin (although, technically, a Latino is anyone from Spain, France, Italy and Portugal)

Most Latinos are Hispanics but not all of them!

What is a Stereotype?

A stereotype is usually a negative statement made about a group of people. Stereotypes emerge when one perception is applied to an entire group.

Hispanics can't speak English.

All Hispanics have dark skin.

Hispanics don't pay taxes.

All male Hispanics have mustaches.

All Hispanics come from Mexico.

All Hispanics are undocumented.

10 Tips for Working with People from a Hispanic Culture

1. Try to identify the group/community leader and start from there. Typically they are the person who answers the questions and speaks on behalf of the group. Hispanic culture is mainly a hierarchy society. The boss is the boss and the leader is the leader.
2. Build a relationship with the Hispanic community -Earn their trust. Relationship before task always!
3. Show sincere interest in their families and culture (including being respectful of their holidays). Show them that you care.
4. Enjoy the Hispanic sense of time, RELAX! Select and be clear about the tasks that are on schedule and have deadlines. Remember that time is not always money!
5. When you ask for something, be sure that YES means YES, Hispanics are very polite and you are the boss. Some will say YES to you even when they are not planning to do what you asked.
6. Hispanics live in a group oriented society. Talk to the group! Do not reprimand individuals in public. Reward the group effort.
7. Do not expect Hispanics to disagree or argue with you, but always ask their opinion. Make them feel that their experience is important.



Fabregas Janeiro, M. G. (2014). Beyond the stereotypes. 10 Tips for working with people from a Hispanic culture. *Oklahoma Cooperative Extension Service Conference*. January 22 & 23. Stillwater, OK.

Activities

5. Intercultural Exchange Programs

- Intercultural Exchange Programs.
- Intercultural International Experiences.



Faculty ILED

Stillwater, Oklahoma

summer
11
June 4 July 2



Fabregas Janeiro, M. G. & Nuño de la Parra. (2014). International Short Faculty Led Experience to Germany, Poland and Czech Republic. An Intercultural Experience for students from two different universities in two different countries. *British Journal of Education, Society and Behavioral Sciences*. 4(12): 1730-1736.

Fabregas Janeiro, M. G. & Nuño de la Parra, P. (2013). Assessing changes in Intercultural Competence among College Students attending Faculty Led Experiences at Oklahoma State University (OSU) using the Intercultural Development Inventory (IDI). *International Journal of Educational Administration: Challenges and Prospects (IJEA)*. 5(3), 211-219.

Fabregas Janeiro, M. G., Lopez Fabre, R. & Tello, R. (2012). Developing Successful International Faculty Led Programs. *US-China Education Review*, 2(4), 376-382. April 2012.

One More

Improve our Communication/Contact through
Social media



obrigado

Dank U

Merci

mahalo

Köszí

спасибо

Grazie

Thank
you

mauruuru

Takk

Gracias

Dziękuję

Děkuju

danke

Kiitos