CULTURAL DIVERSITY

TEACHING ALL STUDENTS, REACHING ALL LEARNERS

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About the Speakers

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Introductions & anything else we need to know about you?
Topics

- Disability and Diversity
- Cultural Competence
- Culture
  - What is culture
  - Significance
  - Cultural Identity
Purpose

- The purpose of this module is to expand and strengthen faculty knowledge, skills, and positive attitudes towards cultural diversity and Students With Disabilities (SWD).
Disability

- The Americans with Disabilities Act (1990) includes a three-part definition of disability.

- Under the ADA, an individual with a disability is a person who:
  
  - Has a physical or mental impairment that substantially limits one or more major life activities.
  - Has a record of such an impairment.
  - Is regarded as having such an impairment.
Disability Culture

There are multiple schools of thought surrounding the concepts of Disability Culture

- Arguments for Disability Culture Include shared:
  - History
  - Stigma
  - Political advocacy
  - Language
  - Arts
  - Geography
  - Experiences

- Arguments against Disability Culture Include Differences in:
  - Religion
  - Food
  - Family customs
Disability Culture

• A Positive Group Identity
  ◦ People with disabilities have forged a group identity. We share a common history of oppression and a common bond of resilience. We generate art, music, literature, and other expressions of our lives and our culture, infused from our experience of disability. Most importantly, we are proud of ourselves as people with disabilities. We claim our disabilities with pride as part of our identity. We are who we are: we are people with disabilities.

  (Brown, *Movie Stars and Sensuous Scars*, 2003, pp. 80-81)
Hidden/Invisible Disabilities: A Disability that Cannot Be Seen

- Students with hidden/invisible disabilities are among the fastest growing category of students with disabilities attending postsecondary institutions.

- The same principle of equal access applies to accommodations for students with invisible disabilities as well as students with visible disabilities.
Hidden/Invisible Disabilities:
To Disclose or Not to Disclose...

Reasons people do not disclose and the consequences:

- Do not regard themselves as having a disability.
- Fear of personal questions or people finding out.
- Fear of reprisal (discrimination).
- Shame or embarrassment.
- Fear people will treat them differently or isolate them.
- Stigma associated with having a disability.
How Are Disability and Cultural Diversity Related?

- The “Double Oppression”
  - Disabled persons may experience a “double oppression”. Since cultures view disability differently, it is important to be aware that not all individuals will seek and accept assistance in the same manner.
How Are Disability and Cultural Diversity Related?

- Questions to ask yourself
  - What is your personal definition of disability?
  - Where did your definition of "disability" come from?
  - How does your definition of disability affect how you approach your students?
  - How might your understanding of another culture affect your teaching style?
Cultural Competence

- “To develop cultural self-awareness and take the lead in establishing a two-way process of cultural learning that results in adapting professional interpretations and recommendations to the value system of students”

- Disability will be presented as an important component of cultural diversity in these trainings.
What It Means to Be Competent

- Cultural Sensitivity
- Cultural Awareness
- Cultural Brokering
- Cultural Competency
Culture: How Do You See Yourself, How Do You See Others?

The Culture section will examine the following topics:

- What is Culture?
- Examples of Types of Cultures
- Sources of Cultural Identity
What is Culture?

- SYSTEM of learned and shared standards.
- An INTEGRATED PATTERN of human behavior.
- SCRIPTS - what to expect and what is expected in certain cultural settings.
- VALUES - unstated assumptions and standard operating procedures.
“Socializing Agents that Transmit Culture”

Cushner, McClelland, & Safford (1996), Human Diversity in Education: An Integrative Approach, p. 66
Examples of Cultures

- Ethnic/Race
- Disability
- Organizational
- Lesbian/Gay/Transgendered
- Military
Classifying Terminology

- Identity
- Stereotype
- Stigma
Sources of Cultural Identity

- Race
- Ethnicity/Nationality
- Social Class
- Sex/Gender
- Health
- Age
- Geographic Region
- Sexuality
- Religion
- Social Status
- Language
- Ability/Disability
Activity: Icebreaker

- Activity/ice breaker - “Multicultural Education and Equity Awareness Quiz”
Disability & Diversity

- Disability is often overlooked as a part of cultural identity and should be recognized as part of cultural awareness.
Western vs Eastern Ideas of Self

Collectivistic.....CONTINUUM OF VALUES.....Individualistic

Interdependence..............Independence
Obligations to others..............Individual rights
Rely on group......................Self-sufficiency
Adhere to traditional values.......True to own values and beliefs
Maintain traditional practices........Continuously improve practices (progress)
Fulfill roles within group..............Pursue individual goals/interests
Group achievement......................Individual achievement
Competition between groups.......Competition between individuals
Group/hierarchical decision-making...Self-determination, individual choice
Shame/guilt due to failing group....Shame/guilt due to individual failure
Living with kin.....................Independent living
Collectivistic......CONTINUUM OF VALUES......Individualistic

Family takes care of own............Seek outside help if needed

Property shared within group.....Strong individual property rights

Elders transmit (oral) knowledge....Individuals seek (textual) knowledge

Objects valued for social uses........Objects valued for technological uses
Disability, Cultural Diversity and the Classroom: Keeping An Open Mind

- Working in a Multicultural environment takes:
  - Time
  - Work
  - Adaptability

Students with Disabilities may come from culturally and linguistically different backgrounds from yours. They need you to keep an open mind, exercise patience, and understand that professional development is work.
Additional Resources

Multiculturalism


Resources continued…

Disability

- **Individuals with Disabilities as Diverse Learners Project**
  www.ist.hawaii.edu

- **The Center on Human Policy, Law, and Disability Studies - Syracuse University**
  http://disabilitystudies.syr.edu/resources/otherdisabilityresources.aspx

- **The Division of Persons with Disabilities Disability Sensitivity Training Center**
  http://www.iowa.gov/dhr/pd/eworkshop/CourseOverview.htm

- **Virginia Commonwealth University- Division of Health Careers/Education and Special Services Disability Awareness Quiz**
  http://www.specialservices.vcu.edu/facultystaff/quiz.html

- **VSA Arts**
  www.vsarts.org
References


References (continued)


References (continued)


Taylor, T. (Oct. 1997) [Title Unavailable]. Georgetown University Child Development Center University Affiliated Program (needed for slide 16-18)
For More Information

Students with Disabilities as Diverse Learners website includes many resources.

http://www.ist.hawaii.edu

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