

## **Bush Foundation All Staff Workshops, 2014-2017**

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### **All Staff Session #1: FOUNDATIONS**

**July 2014**

Key concepts and discussion points:

- Defining diversity, inclusion and equity
- Introduction to Intercultural Development Continuum (see <https://idiinventory.com/>)

### **All Staff Session #2: INTERCULTURAL COMMUNICATION AND CONFLICT**

**October 2014**

Key concepts and discussion points:

- Introduction to the D.I.E. Model and process – Description, Interpretation and Evaluation
- Review organizational IDI (made up of aggregated individual IDI results)
- Intercultural Conflict Styles Inventory

### **All Staff Session #3: POWER AND ADAPTATION**

**December 2014**

Key concepts and discussion points:

- How power is expressed: personal power, institutional, structural & systemic
- Types of personal power: referent, expert, legitimate, reward and coercive
- Intent ≠ Impact
- Next steps: structure of our work: internal advisory group, action learning projects and workshops

### **All Staff Session #4: OVERVIEW OF ORGANIZATIONAL CULTURE**

**February 2015**

Key concepts and discussion points:

- Key intercultural skills: cultural self-awareness, empathy, curiosity, tolerance for ambiguity, flexibility and courage
- What is culture?
- Mattering & marginality: everybody has experienced each of these

### **All Staff Session #5: INTERCULTURAL ORGANIZATIONAL DEVELOPMENT PLANNING**

**April 2015**

Key concepts and discussion points:

- Regrounded ourselves in the “why” of this work
- We revisited the Intercultural development continuum
- What does it mean to be a learning organization and how to embrace/learn from mistakes
- Action Learning Projects on the horizon

### **All Staff Session #6: APPLICATION & ACTION LEARNING**

**July 2015**

Key concepts and discussion points:

- Brainstorming policies and practices that could be good candidates for an Action Learning Team project
- Acceptance to Adaptation. Strategies to challenge and develop your intercultural learning: practice, risk taking, learning from experience, rebounding
- Practice applying D.I.E. (describe-interpret-evaluate) model with scenarios

### **All Staff Session #7: CULTURAL AWARENESS & ACTION LEARNING**

**October 2015**

Key concepts and discussion points:

- Awareness and reflection of our own cultural narratives

*Workshop content developed and delivered by Beth Zemsky, MAEd, LICSW  
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- Reflect on and share our cultural stories using “I am from...” free write activity

**All Session #8: ACTION LEARNING TEAM REPORTS**

**June 2016**

Key concepts and discussion points:

- [Grantee] Selection Action Learning Team (SALT) reported on their work and asked for feedback
- Diversity, Equity and Inclusion Statement Action Learning Team (DEISALT) reported on their work and asked for feedback

**All Session #9: INTERCULTURAL DEVELOPMENT ACTION LEARNING**

**September 2016**

Key concepts and discussion points:

- Refresher on the Intercultural Development Continuum and our organization’s aggregate IDI
- Review of what minimization, acceptance, and adaptation looks like
- Incorporating an equity lens into our work: changing hearts & minds, behavior and structures

**All Staff Session #10: INTERCULTURAL DEVELOPMENT: ACTION LEARNING**

**December 2016**

Key concepts and discussion points:

- Refresher on core concepts
- [Grantee] Selection Action Learning Team (SALT) report
- Review of research on the value of intercultural competency for organizational effectiveness
- Discussion of Equity Team – definition of role, call for participants

**All Staff Session #11: TRANSITIONING FROM WORKSHOPS TO WORK**

**April 2017**

Key concepts and discussion points:

- Introduction of Equity Team members, further discussion on role
- Review of core concepts
- Pair questioning/interviewing activity to reflect on individual equity goals

**All Staff Session #12: TOWARDS ADAPTATION...**

**October 2017**

Key concepts and discussion points:

- Review organizational IDI (made up of aggregated individual IDI results) and compare to IDI results from 2014
- Review plan to incorporate equity into each person’s work plan in 2018
- Practice scenarios for applying an equity lens to our work