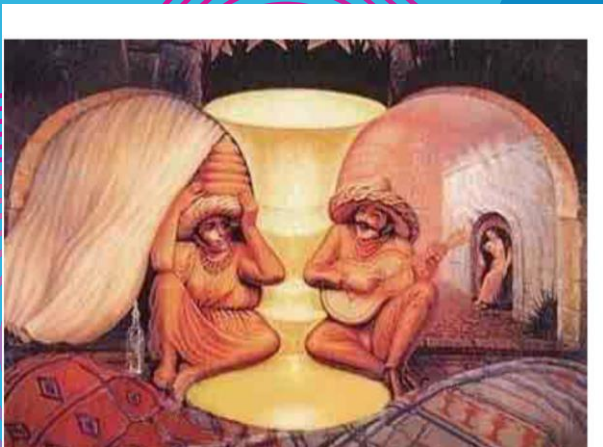




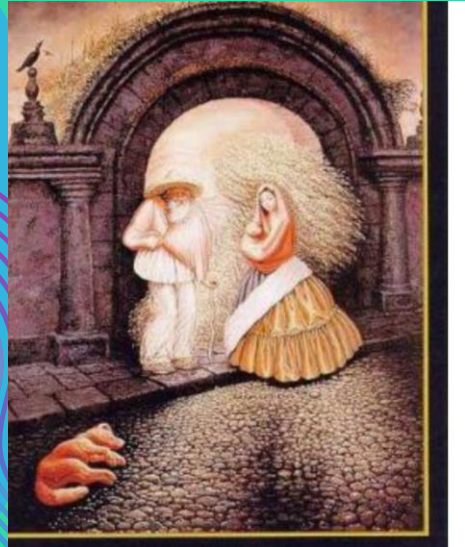
# TRADING PLACES:

Educating OSY on US Laws While Understanding Cultural Competency

Emily Callaghan, Felix Guzman, Yenny Lozano, Astrid Poulton, and Travis Williamson



# ICEBREAKER ACTIVITY WHAT DO YOU SEE?



3

## OBJECTIVES

- Examine strategies to enhance our cultural competency in relation to our OSY students' backgrounds.
- Introduce materials and resources that help educate OSY students about U.S. Laws.
- Develop a deeper understanding after hearing panelists speak about their experiences coming to the United States.
- Recognize that behaviors may be able to be interpreted in multiple ways.

4

4

## CULTURAL COMPETENCY

- One person's perception of an event or idea might not be the same as someone else's perception of that same event or idea.
- Two people can look at the same thing, such as the same behavior, and see two entirely different things.
- Understand that many migratory students come from a different culture and have different life experiences than their MEP service provider.

5

5

## HOW I SEE IT?

Read the description of the 5 behaviors listed and think of your immediate response or interpretation of that behavior. Do not think about it too much—there are no “right answers”, simply those based on your culture and life experiences.



6

6

## BEHAVIORS

1. Mario states he does not want to get out of bed.
2. Chandra is not taking showers.
3. Marvin agrees to a date and time for class but does not open the door.
4. Leti tells you that she is giving away all of her valuables.
5. Jorge tells you that he lies awake at night thinking, and he cannot relax enough to go to sleep.



4

7

## CULTURAL COMPETENCY

- o Cultural competency is the ability to communicate effectively across cultures with understanding, being aware of one's worldview, developing positive attitudes toward cultural differences, and gaining knowledge of different cultural practices
- o To be culturally competent means respecting diversity, and honoring the history, culture, languages, traditions, and practices of others.
- o Some actions you can take to practice cultural competency include:
  - Try speaking the language of the person you are communicating with, or consider using an interpreter or interpretation app (Google Translate, etc.)
  - Adapt your communication style to different groups or cultures.
  - Use active listening skills to learn about your students and their culture.
  - Establish relationships based on trust.
  - Be inclusive of everyone in the group you are addressing.
  - Actively engage in learning about other groups and cultures.



8

8

## A STORY

A man and his son are in a terrible car accident. Unfortunately, the man passes away at the accident scene. The son is rushed to the hospital and into surgery right away. The surgeon looks down at the young man and says "I cannot operate on this man, he is my son."

How is this possible?

9

9

## UNCONSCIOUS BIAS



10

10

# UNCONSCIOUS BIAS

- Unconscious bias is learned stereotypes that are automatic, unintentional, and deeply ingrained in our brains.
- We all have unconscious biases. It is human nature, and nobody should feel guilty for having them. The most important thing is to identify our biases, and work to not let them affect the way we interact with others.
- How to avoid unconscious bias:
  - Recognize your biases
  - Focus on people as individuals
  - Increase your exposure to members of groups that you do not belong to.
  - Commit to lifelong learning and be open to changing your perspective.



11

11

# COMMUNICATING WITH OSY

We can become culturally competent and eliminate unconscious bias by building strong relationships with our OSY! Here are some tips:

- **Break the Ice-** Share your interests with your students, and ask them to share theirs with you.
- **Be Honest-** Your students may be open and honest with you if you are open and honest with them. Create an environment with open communication, but also be sure to set boundaries. Be honest with your students about a time that you have struggled to achieve a goal.
- **Be Authentic-** Learn about your student outside of your studies. Ask them about their likes and dislikes, their families, their backgrounds, etc.



12

12

## COMMUNICATING WITH OSY

- **Communicate Like Your Students-** What is your student's preferred method of communication? Do they prefer an in-person visit, a phone call, a Whatsapp message, a Zoom? Try to meet them where they are at.
- **Build Trust-** Let your student know you are here for them. Make sure you don't make any promises you can't follow through with.
- **Be Flexible and Committed-** Our students have hectic schedules. Try to see them when it is convenient for them. If you can't provide in-person or virtual services on a regular basis, checking in regularly by Whatsapp, text, etc. can still make them feel valued.



13

13

## FOR MORE INFORMATION

To learn more about building relationships with OSY, being culturally competent, and overcoming unconscious bias, access this iOSY resource:

<https://www.osymigrant.org/professional-learning-isosy>

Access this link, then click on the "OSY Relationship Building Manual."

14

14

## LAW IN THE US MINI-LESSON

- Being culturally competent also means understanding what our students need to learn to navigate life in the United States.
- The “Laws in the United States” mini-lesson is a great resource that can be used to help students learn about basic laws in the US that may be different than the laws in their home countries.
- Knowing about these laws is essential to keeping our students safe and knowledgeable about life in a new country.

### **Alcohol & Drugs**

In the United States, you must be 21 years old to legally drink alcohol. If you are old enough and decide to drink, you **cannot** operate a motor vehicle while under the influence of alcohol. This also includes operating farm machinery like tractors or skid steers. Even riding a bike while drunk can be dangerous. If you are caught doing this by the police, there will be consequences.

15

15

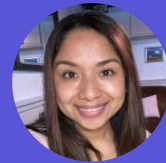
## MEET OUR PANEL!



FELIX GUZMAN



YENNY LOZANO



ASTRID POULTON

16

16



