

## **Creating Culturally Competent Organizations**

**Class Syllabus – 2 credit class**

**April 7-9, 2017**

**Instructor: Michaela Doelman, MPA**

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**Course Overview:** The organizational shift from diversity to one of Diversity & Inclusion requires a shift of mindset. Diversity and Inclusion are interrelated in that you cannot have one without the other which also begs the traditional “chicken and egg” question of which one do government leaders go after to effect the most positive change? Before we can create external change, we must first look internally. This course will cover three main areas of how we can become more culturally competent, bring cultural competency to our workplace, and effect organizational change towards systemic cultural competency.

### **Pre Course Work**

Take at least one implicit bias test (Stanford)

Complete the Where I’m From Poem (Directions will be sent out prior to class)

### **Day 1 (Friday, April 7<sup>th</sup>)**

Overview of cultural competency

The business case for Diversity & Inclusion Initiatives in government organizations

Confronting our discomfort with conversations about race

### **Day 2 (Saturday, April 8<sup>th</sup>)**

The important difference between individual and systemic discrimination

The importance of change management

Sparking the conversation – facilitating conversations around D&I

### **Day 3 (Sunday, April 9<sup>th</sup>)**

Influencing systemic changes in organizations and beyond

Confronting the discomfort of our privilege

### **Required Readings:**

1. [The Inclusion Imperative](#): How real inclusion creates better business and build better societies. By Stephen Frost.
2. “Moving the Race Conversation Forward” <https://www.raceforward.org/research>
  - a. Read Parts 1 and 2.

### **Credit Requirements**

1. Complete all pre-course work
2. Read all of the assigned readings
3. Attend and actively participate in all 20 hours of class time
4. Complete post course assignment by May 1, 2017

### **Post Course Assignment**

Complete a 5-7 page paper describing how you will apply the course learnings to your current work environment. If you are not currently working, the paper can be written on how you would apply the course learnings to a desired future work environment of your choice. The goal of the paper is for tangibility - with that in mind, the paper should cover:

- a. Desired outcome to achieve (measurable and achievable within a year of the course completion date)
- b. Value proposition for why this outcome is worth your and your organization's efforts
- c. Plan for how you will achieve this outcome
- d. Assessment of needs and barriers (this includes how you will obtain these needs and overcome barriers)

### **About the Instructor**

Michaela is a 2010 graduate of the TESC MPA Program. She's worked for Washington State Government since 2007 and is currently the Human Resources Director for the Department of Enterprise Services (DES) where she oversees HR and Safety Programs for DES and 32 small cabinet agencies, boards and commissions. She has also worked at the Washington State Department Commerce and Department of Transportation, both in the HR field. Michaela earned her bachelor's degree in Philosophy and Spanish from the University of Portland. Prior to joining state government, Michaela briefly worked in hotel management in Akumal, Mexico and in the non-profit sector in Portland, Oregon. Michaela lives in Olympia with her husband and four children.