Creating Culturally Competent Organizations
Class Syllabus – 2 credit class
April 7-9, 2017
Instructor: Michaela Doelman, MPA
MichaelaDoelman@gmail.com, 360-489-9679 (cell phone)

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 7th)
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 8th)
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 9th)
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.