

# Global Inclusion

The next progression of the fields of IC,  
DEIB and SJ



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### Transaction Summary

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How do we deal with difference? In other words, how do we deal  
with people who think and behave differently?



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### Your Facilitators:



Dr. Amer F. Ahmed



Dr. Joel A. Brown



Bert Vercamer



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**Today's session**

- 1 Intro to understanding the origins and challenges of IC, and DEIBSJ
- 2 Foundations of our model
- 3 The Global Inclusion Praxis Model: Steps and competencies
- 4 The Global Inclusion Praxis Model: Tools
- 5 Your case studies

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## Intro to origins and challenges of Interculturalism, DEIB

Intercultural field	DEIBSJ
<p>Emerged from <b>International I Business (Eg. US-Asia)</b></p> <p>Lacks a systemic <b>power analysis</b></p> <p>Often focuses on national and ethnic identity; tends not to focus on <b>intersectionality</b></p>	<p>Emerged from <b>U.S. Civil Rights</b> movements seeking access, equity, and inclusion in society.</p> <p>Often lacks a focus on <b>skills/competencies</b>.</p> <p>Often de-emphasizes <b>individual agency</b></p>

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Drop it in the chat:

**What challenges do you see in the current approaches of the intercultural field and field of DEIBSJ?**

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## Case study - Exercise

In each of the following case studies, the practitioner may employ a myopic or short-sighted theoretical approach, i.e. they may overemphasize IC, DEIB, or SJ:

- What appears to be the dominant approach?
- What may be the limitations?
- How would I coach this person to be more effective?

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## Case Study A

You are training volunteers of a human rights organization to work in refugee resettlement. As part of the orientation, you cover the following topics: a) Colonialism, b) Geo-politics, and c) Human rights.

You have shared a few sample stories of some of the refugees you encountered, as well as your personal story as to why you got involved. You have also covered logistics and been very explicit about the physical and mental state that many of the refugees may be in when they arrive at the camps.

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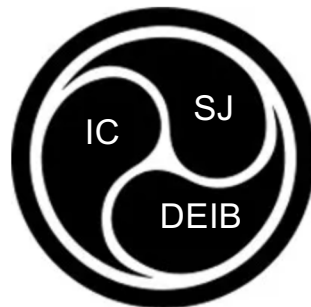
## Case Study B

Amidst the backdrop of Black Lives Matter, a consultant has been retained by a German automaker to support its employees. For the first part of the engagement, the consultant has been asked to debrief German executives on what it is like to work in America and to educate attendees on American culture. In part of the engagement, the practitioner has been asked to visit an automotive plant in South Carolina to redress simmering tensions between the workers and management. The plant's workforce is 55% White, 25% African American, 10% Asian American, and 5% Latino.

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## Our approach: Global Inclusion



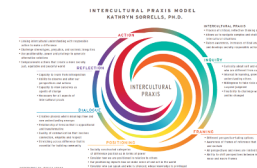
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Source image: <https://www.whats-your-sign.com/roleasymbolist/>

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## Our foundations

Intercultural Praxis Model –  
Kathryn Sorrells

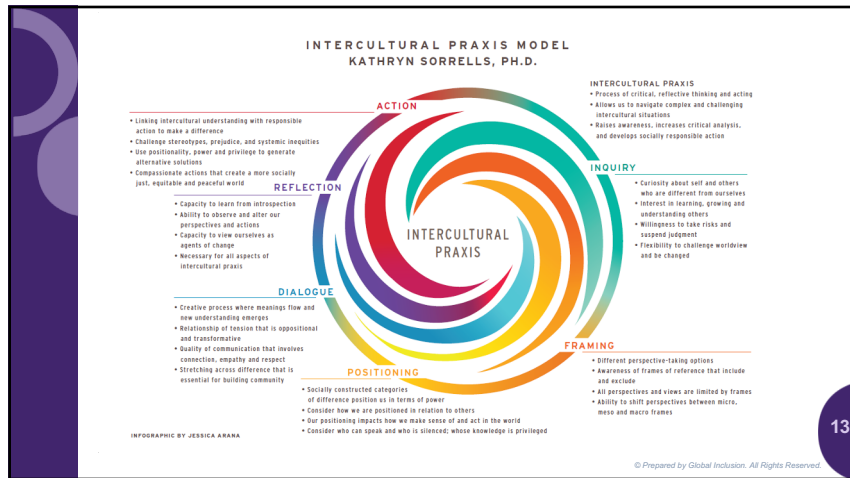


Cycle of Liberation –  
Bobbie Harro

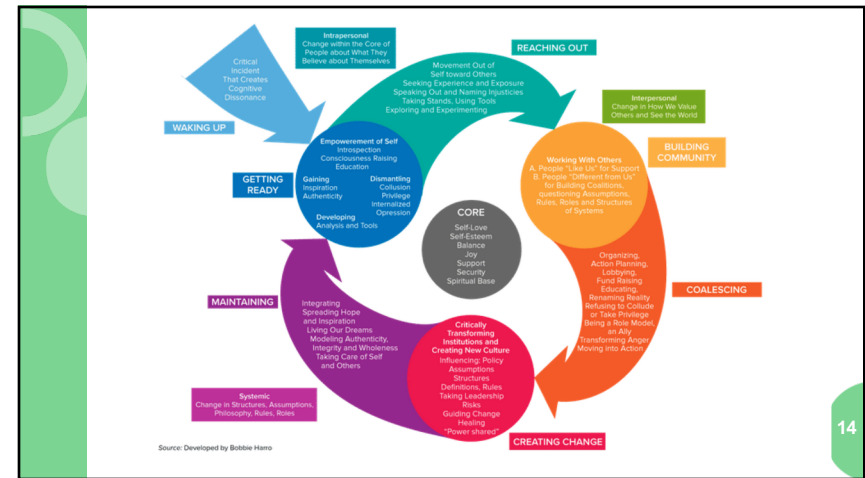


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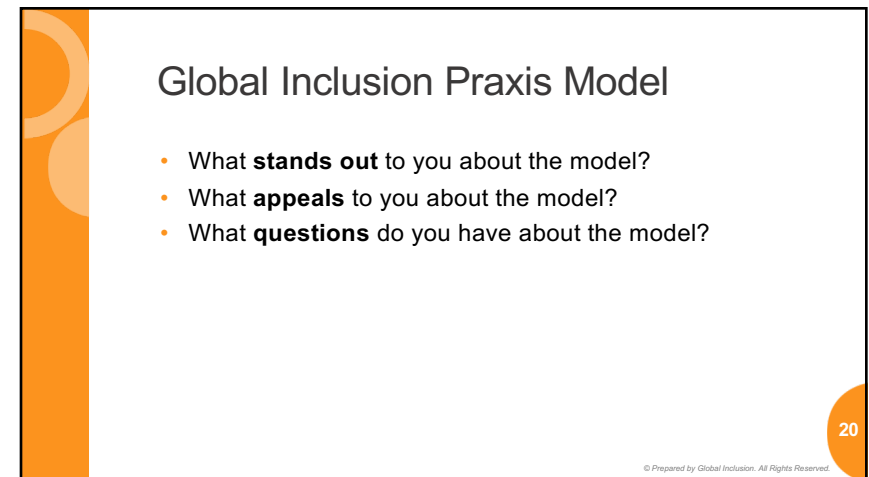
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**Reflection:**  
Your case study

Apply a real-life case to the model.


Reflect on which of the 7 steps you'd like to practice and how you would do that?

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