Creating a Culturally Competent Campus

Abstract: One of the challenges for higher education is the shifting demographics and increased diversity in the communities of the United States, which can challenge administrators, faculty and students to be more knowledgeable and responsive to their diverse communities. Being able to communicate and work effectively across cultures has been identified as one of the most desirable skills by organizations around the world, and even more important than simply getting an undergraduate degree. This seminar will present research that has empirically assessed cultural competence among University of Arkansas students, faculty, staff and campus leaders in the Intercultural Development Inventory (IDI). The IDI was chosen as the model because its stage-like steps were the best fit for implementing education and experiences into a training structure. The IDI has been used by thousands of individuals and organizations, domestically and internationally; it is a theory-based, developmental, provides practical in-depth feedback, results are actionable, applies to a wide-range of cultures, has wide application, is rigorously validated across cultures, and is customized for educational use. In addition, this seminar will provide step-like goals to help increase cultural competence, including identity development, learning about other cultures, and engaging with different cultures. Implementing cultural competence assessments and trainings is one of the first steps in creating a culturally competent campus.

Dr. Jacquelyn Wiersma-Mosley is an Associate Professor in Human Development and Family Sciences in Bumpers College. Her research program has largely been dedicated to investigating violence against women and various systems of campus sexual assault, including Title IX, consent issues, alcohol consumption and bystander intervention. Her teaching program has focused on creating curricula to increase cultural competence (via the Intercultural Development Inventory). She has assessed over 700 individuals at the University of Arkansas and she has led several trainings with students, faculty, staff and campus leaders.