



Working with Refugees

# The Culture Trap

Joint Counselor Training | May 17, 2016

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# Welcome!



# IN THIS SESSION...

## What?

- Consider our own Cultural Identities
- Identify ways our Cultural Identities shape our perceptions & interactions
- Apply Cultural Lens to real-life scenarios

## How?

- Self-Reflection
- Small Group Interaction
- Large Group Participation
- Respect of Others

# Setting the Stage...



# The Trouble with Words

## TREND WORDS

Multicultural

Diversity

Cultural Competency

## LOADED WORDS

Refugee

Immigrant

Public Assistance User

# What Is Diversity?

Gender

Age

Class

Culture

Nationality

Physical Ability

Learning Ability

Race

Religion

Sexual  
Orientation

Education

Employment

DIVERSITY

# What Is Culture?

What words come to mind  
when you hear the word  
“culture”?

# The Cultural Iceberg Model

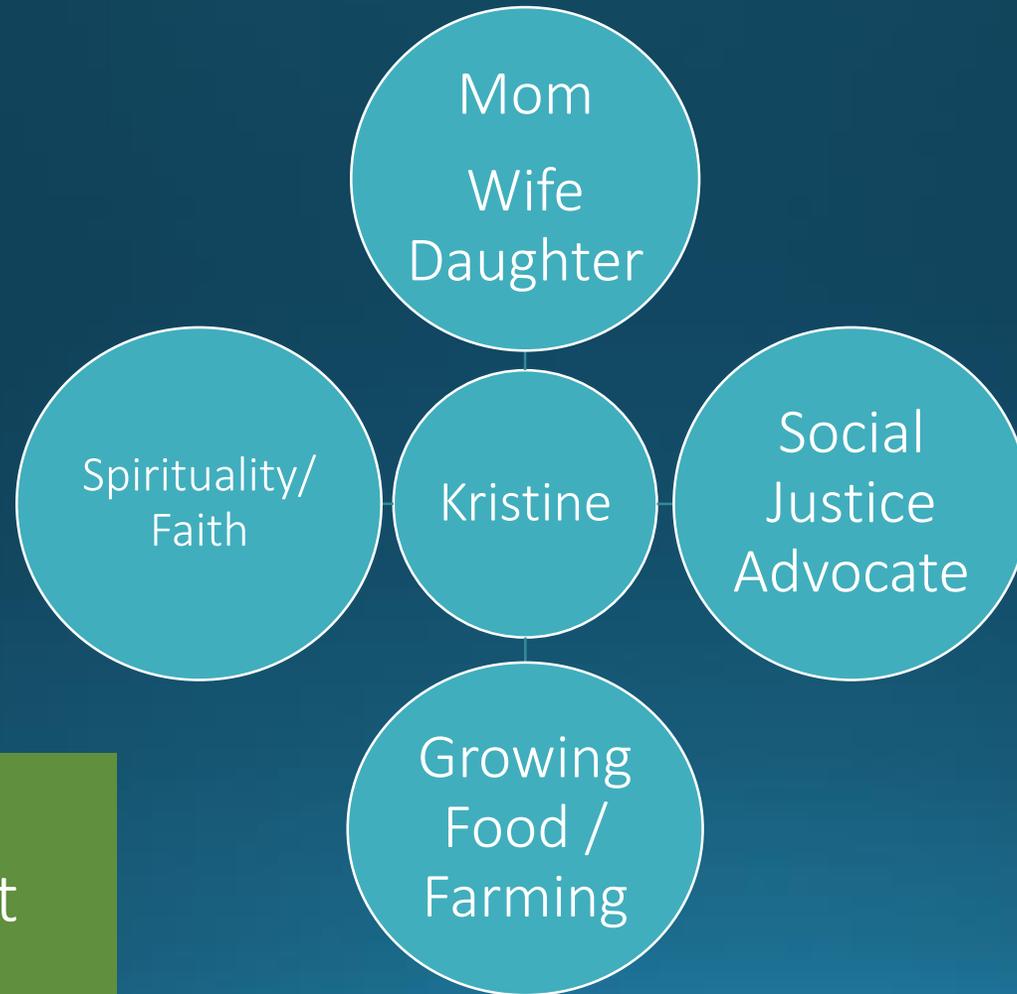


# CULTURAL IDENTITY Activity



Personal Identifier =  
Something Important  
About You

# CULTURAL IDENTITY Activity



Personal Identifier =  
Something Important  
About You

# CULTURAL IDENTITY Activity

## LARGE GROUP DISCUSSION

- I AM/ I AM NOT statements
- How does your individual CULTURAL IDENTITY impact your work with refugees?

# CULTURAL LENS Activity

## Part 1: Cultural Lens Cards

- ❑ SMALL GROUPS of 3-4 people | 2-3 pictures per group
- ❑ Look at the pictures & discuss in your groups:
  - What strikes you in the pictures?
  - Which part of the picture do you most relate to?
  - How might relating to one part or another impact perceptions and interactions?
  - Is there a right/wrong or better/worse in these pictures?
  - How does this relate to your work with refugees or your cross-cultural work environment?

# CULTURAL LENS Activity

## LARGE GROUP DISCUSSION

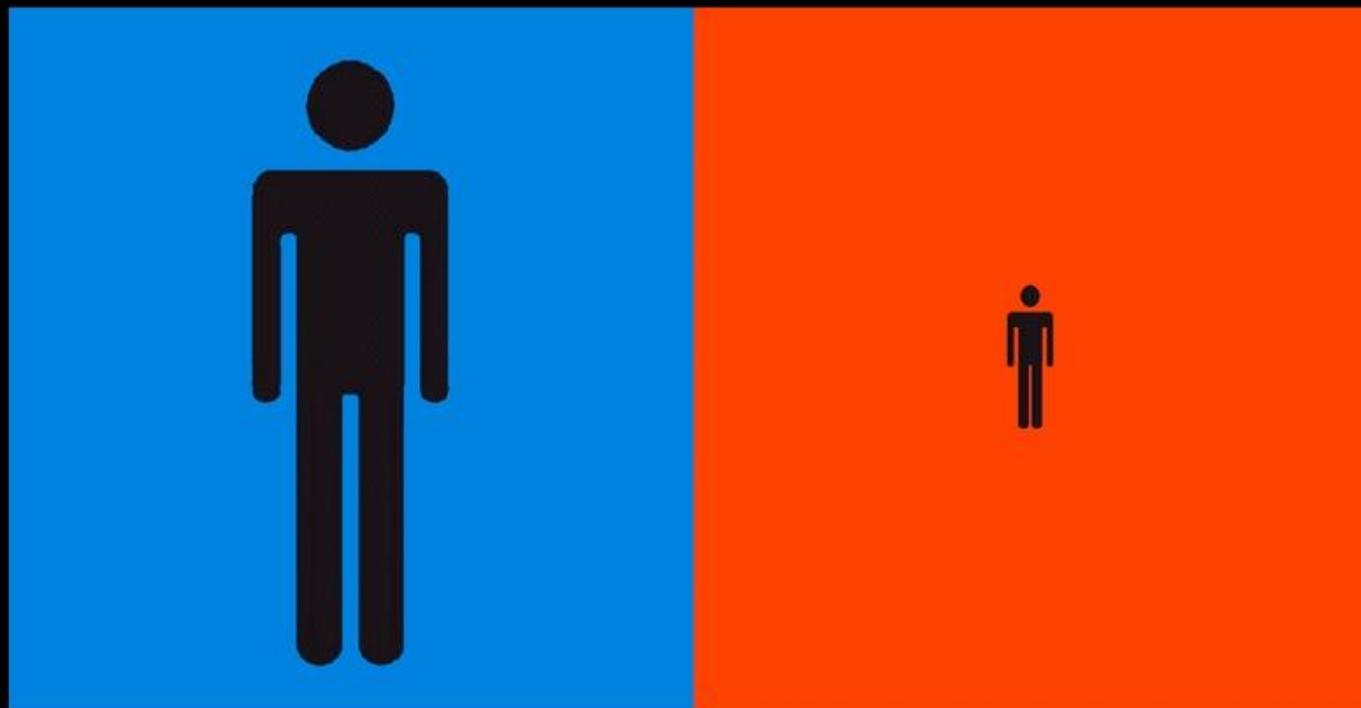
- Impressions | Surprises ?
- How does this impact your work with refugees?

# CULTURAL LENS Activity

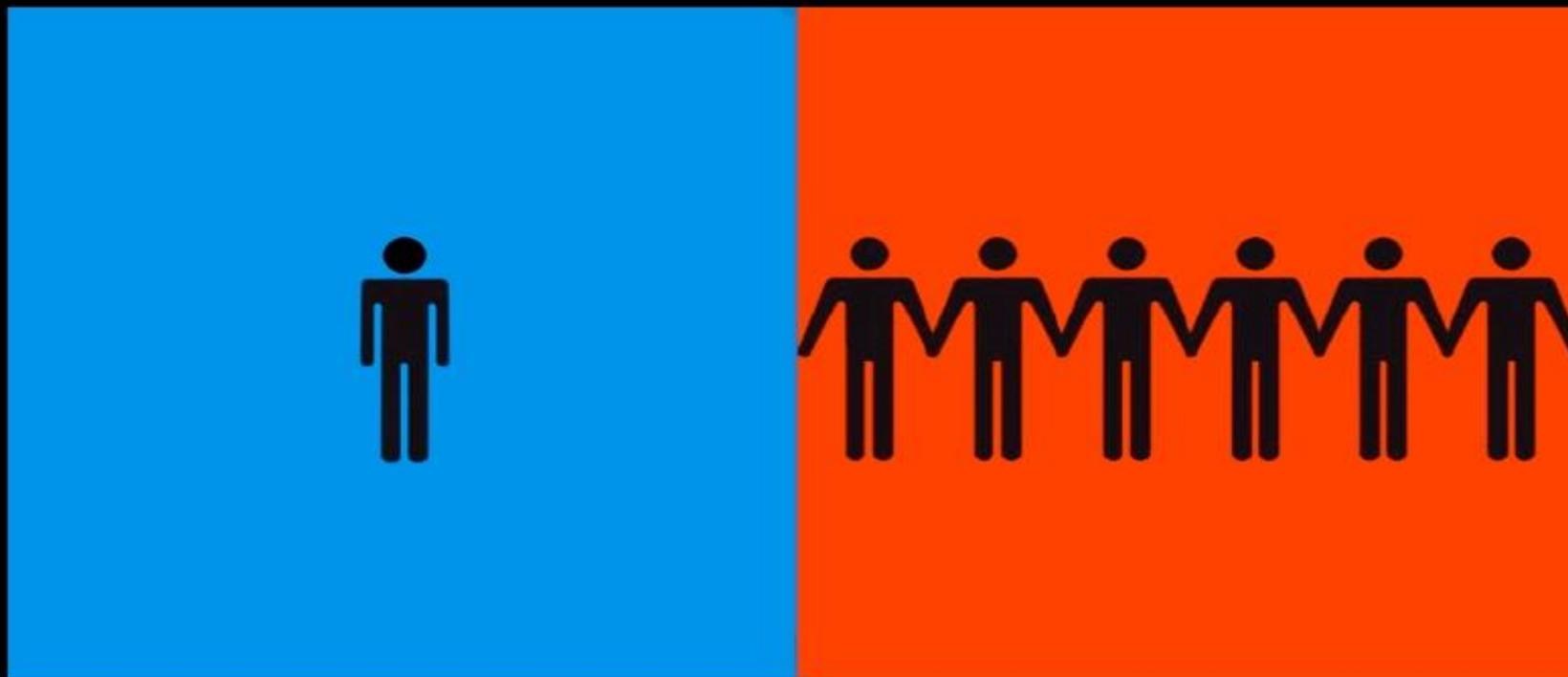
## Part 2: Cross Cultural Challenges/ Scenarios

### LARGE GROUP DISCUSSION

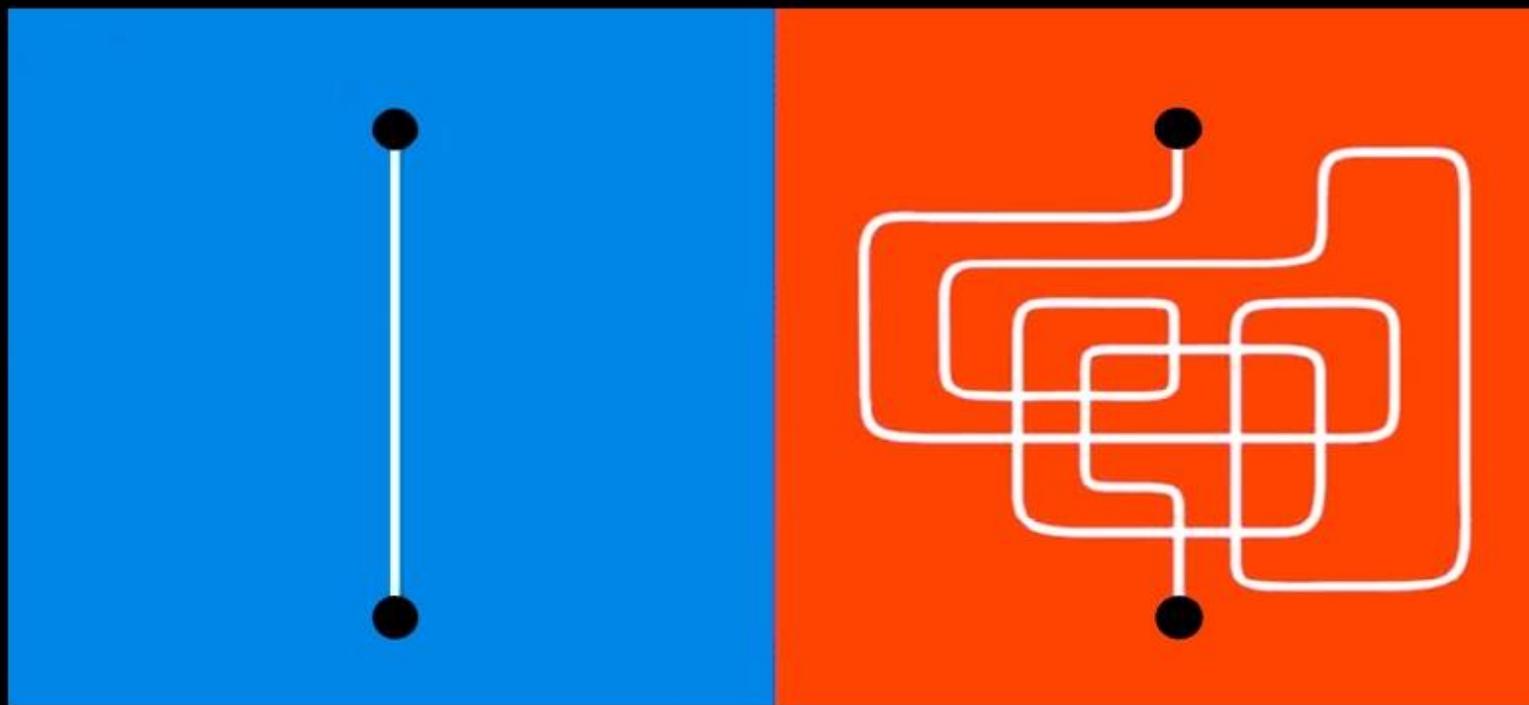
- Which “cultural lens” pictures relate to the scenario?
- What are the cultural variables at play?
- Are there other variables at play?
- How does YOUR cultural lens impact your reaction or response to this scenario?
- Does thinking about cultural lens change how you see the client in this scenario?



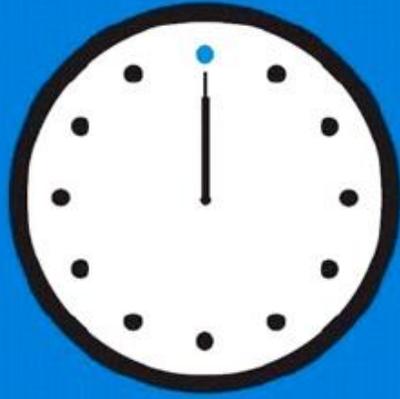
Me



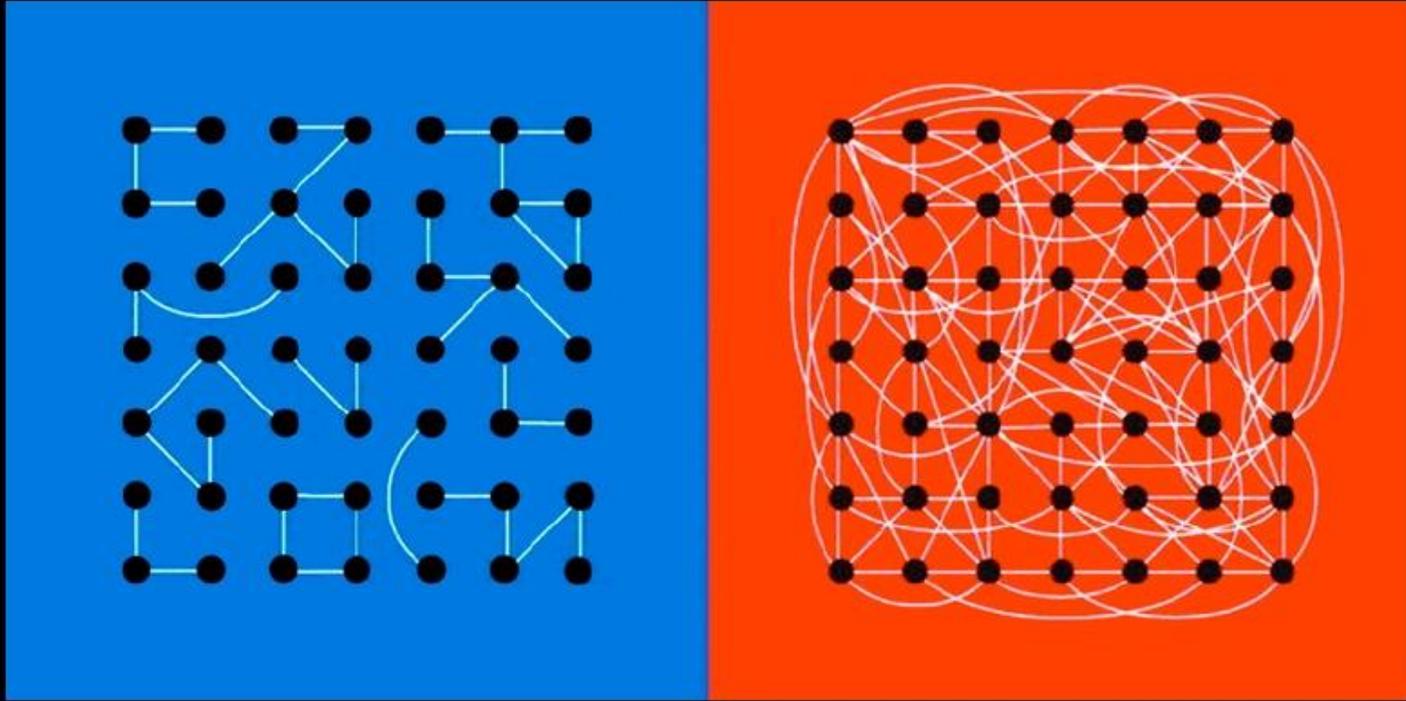
Lifestyle



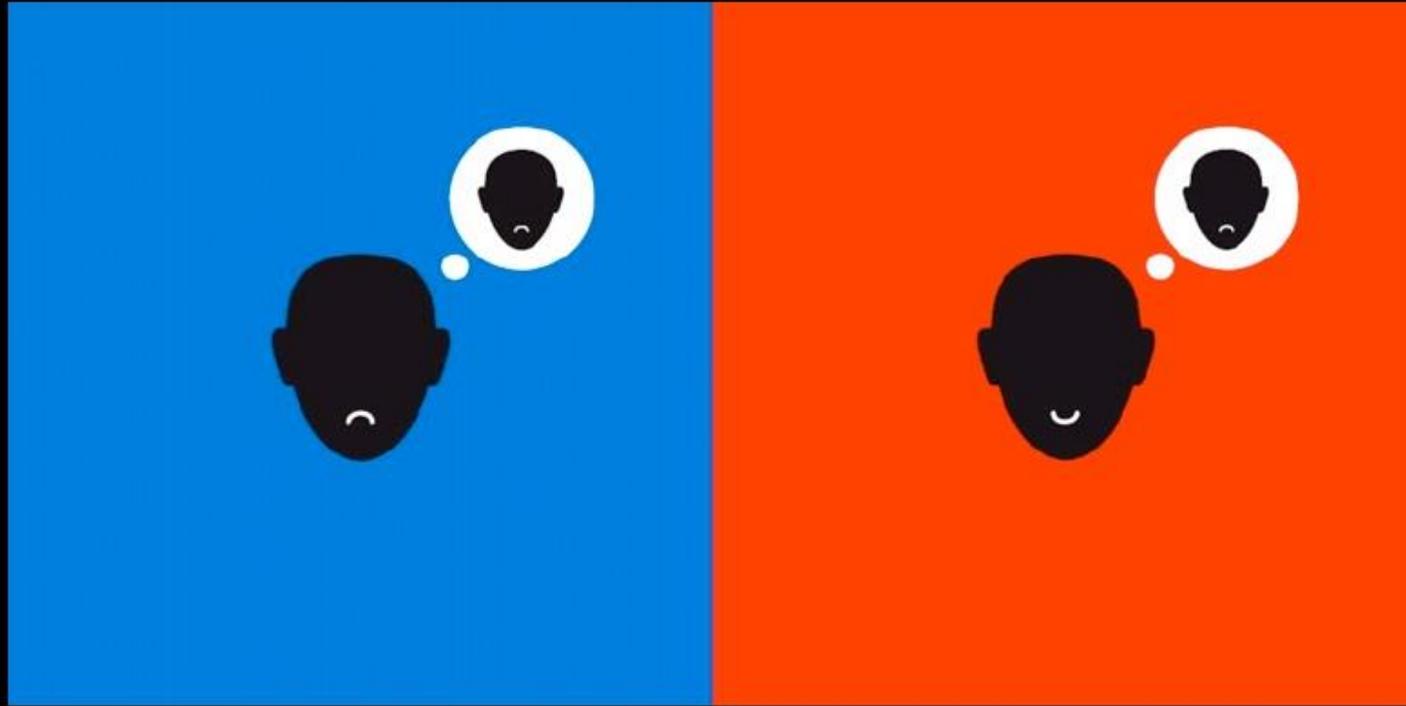
Opinion



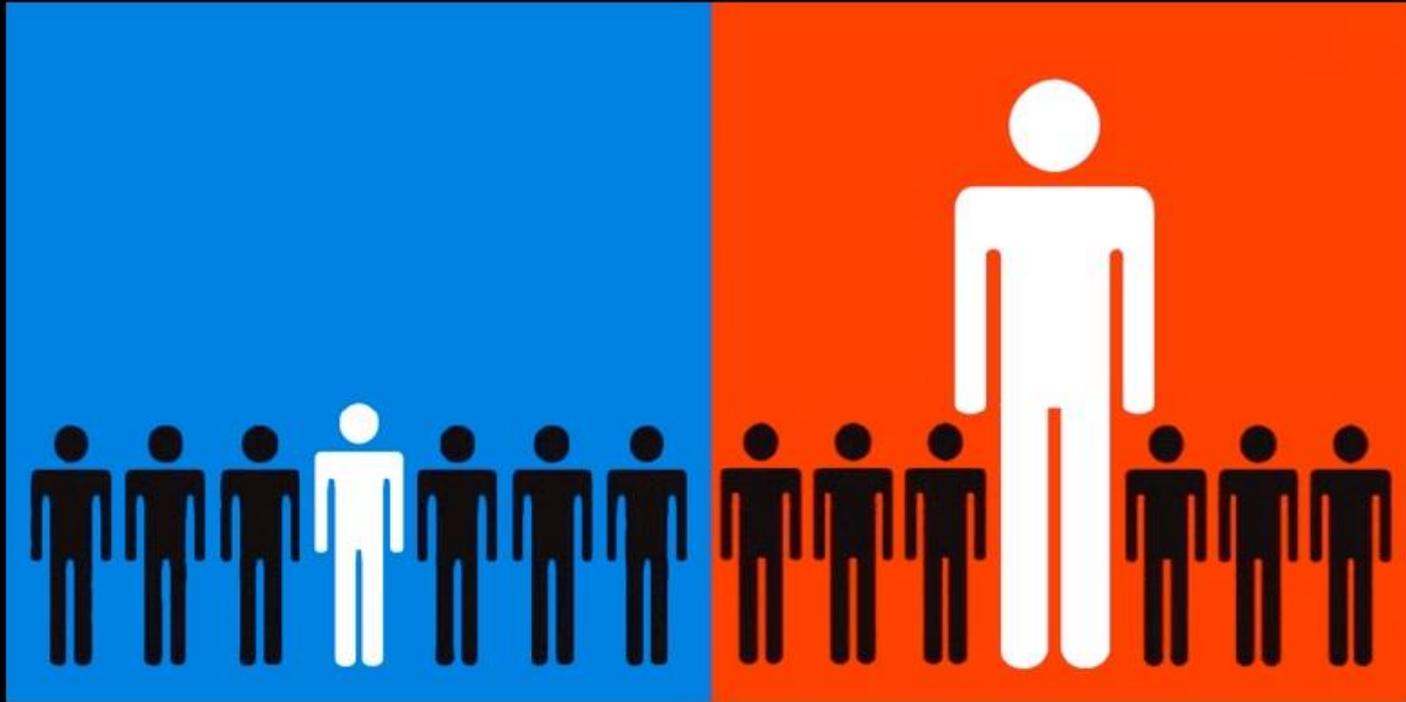
Punctuality



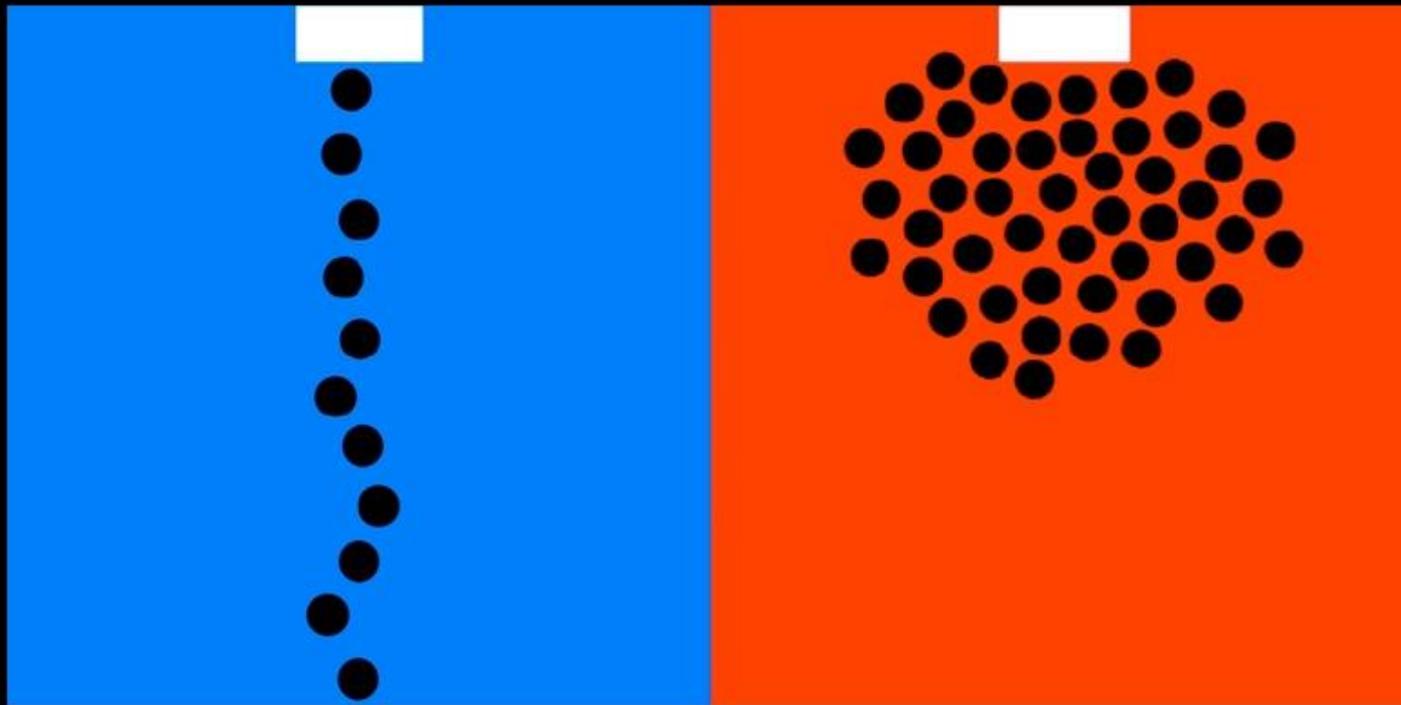
Contacts/Social Relations



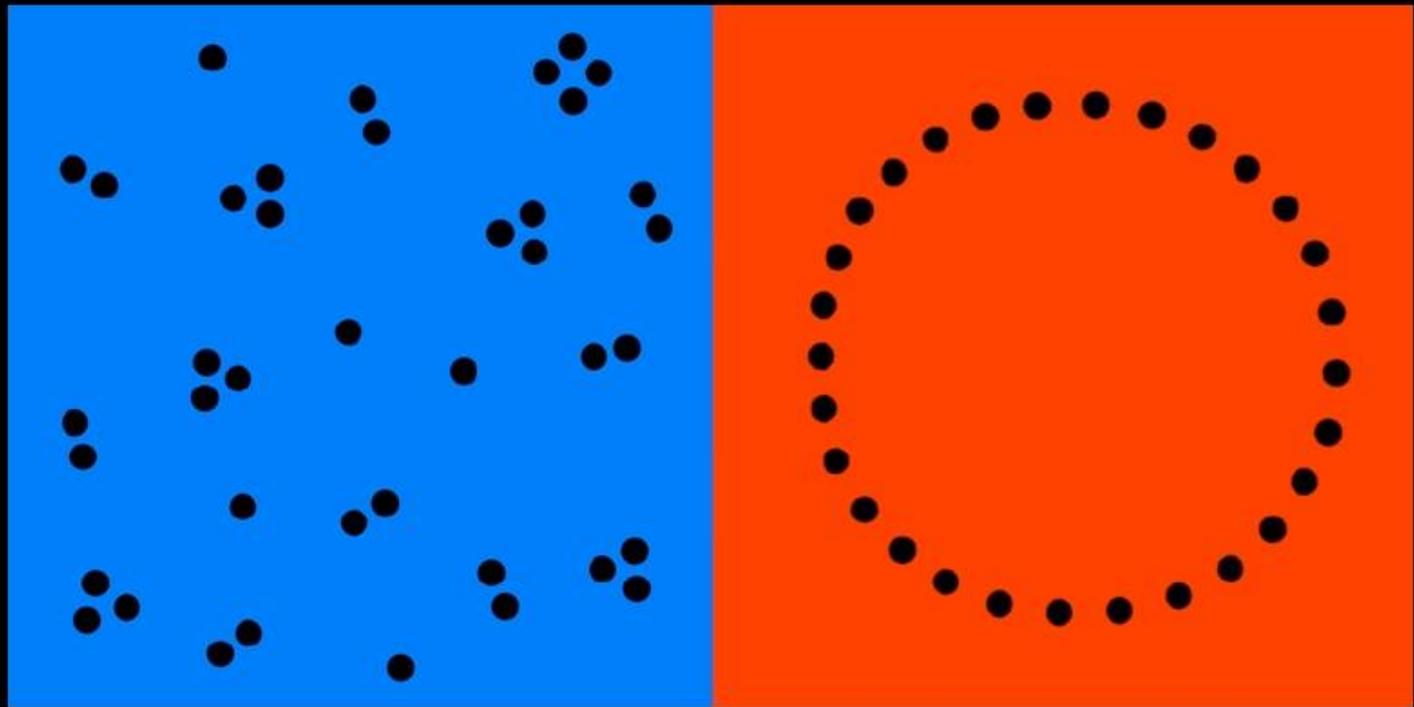
Anger



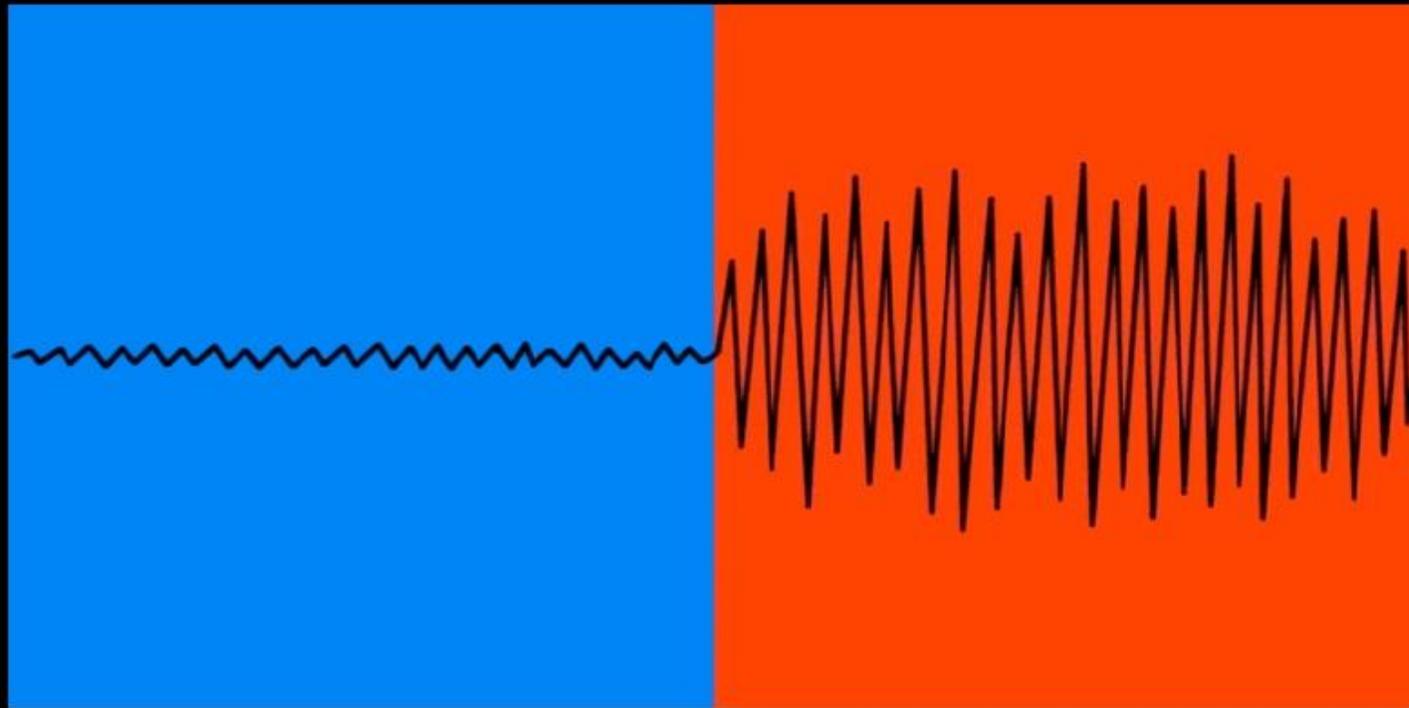
Boss/Leader



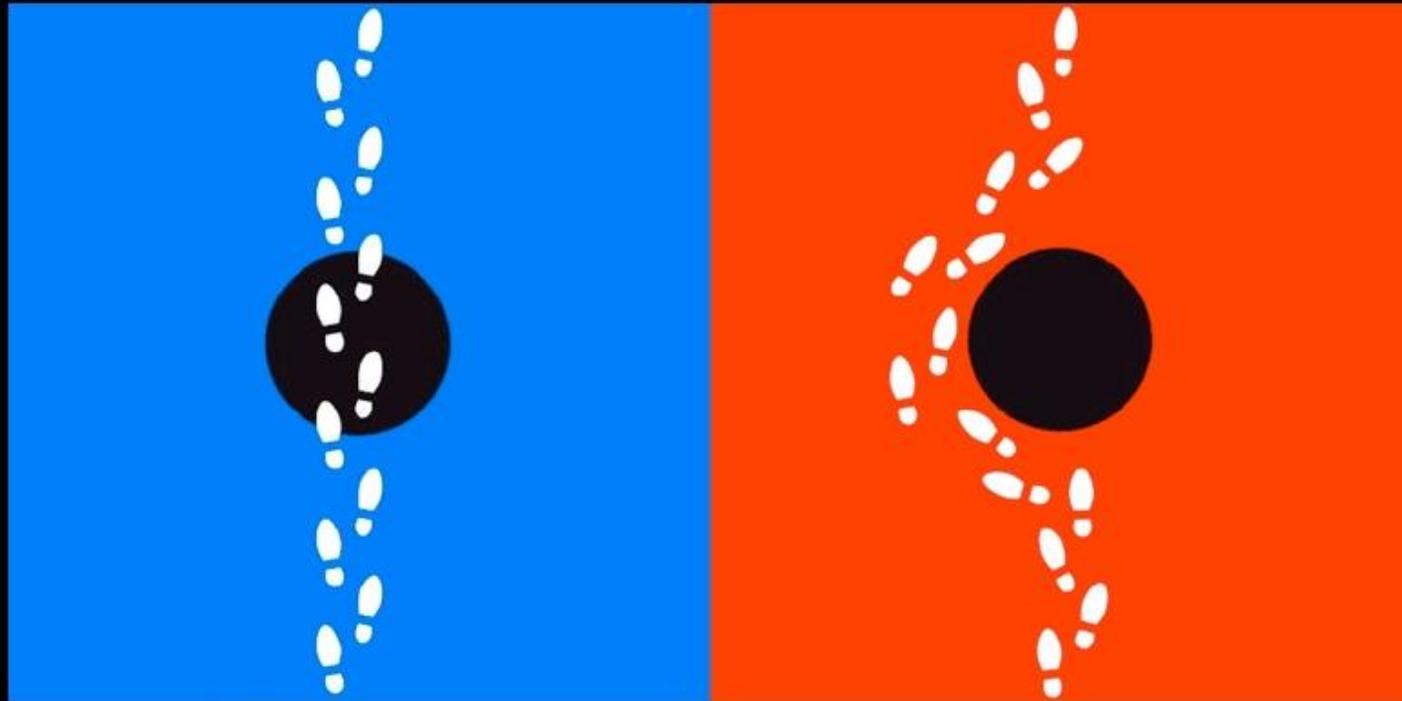
Line/queue



Party



In the restaurant



Dealing with a problem

# WRAP UP

Marian JAMA & Her Wagging Finger:  
A Cross-Cultural Story Revisited

# WRAP UP

## RESOURCES

- List of Websites/Reading/Organizations
  - Highlight: Website for learning basic Somali/ Karen/ Arabic greetings
  - Highlight: CORE site for additional cultural backgrounders for other populations
- Additional Handouts Available:
  - Refugee Employment Services and Refugee Social Services providers
  - RPO website
  - 2015 Refugee Stats for MN
  - CORE Backgrounders for Primary Refugee Groups in MN

# FURTHER RESOURCES & TRAINING?

- What future training would be useful to help you in your cross-cultural work?
- What additional resources would be useful for you in working with refugees?

# CLOSING VIDEO: Faces of Resettlement

