

# Cultural Competence

## Iowa Annual Conference Licensing School

### Spring 2023

#### Faculty

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#### Course Description

This course invites the exploration of the blessings of cultural diversity. It helps leaders become sensitive to cultural differences and cultural changes within their congregations and communities. It begins the work of self reflection and understanding implicit bias in order to begin the work of building cultural capacity to address and live with differences appropriately.

#### Course Objectives

By the end of this class, students will be able:

1. To understand the importance of cultural competence.
2. To reflect on their communities and the demographic change.
3. To be equipped to grow in their own cultural competence, sensitivity, openness, and capability.

#### Required Reading:

*I'm Black. I'm Christian. I'm Methodist.*, Edited by Ruby Rasmus, (2020), Abingdon Press, Nashville

#### Recommended Reading:

Article by Crane, D. M. (2015). Multicultural Churches in Global Cities

(<https://radiusglobal.org/wp-content/uploads/2020/05/Crane-Multicultural-Churches-in-Global-Cities.pdf> )

Cultural Sensitivity Handbook from HealthCare Chaplaincy Network.

[https://dspd.utah.gov/wp-content/uploads/2020/11/cultural\\_sensitivity\\_handbook\\_from\\_healthcare\\_chaplaincy\\_network.pdf](https://dspd.utah.gov/wp-content/uploads/2020/11/cultural_sensitivity_handbook_from_healthcare_chaplaincy_network.pdf)

*This is for your personal resource/reading list. It is an important reference to have available as you become aware of who is living in and moving into your communities. Plus, it is FREE!*

#### Assignments

1. Take the following Implicit Bias Assessment from Project Implicit by Harvard University. Click this link, [Take a Test \(harvard.edu\)](#)
  - At the top of the screen **click “Take a Test.”**
  - The next screen will be “Preliminary Information.” Read through this page and at the bottom of this screen **click “I wish to proceed.”**

- The next screen will be a list of Implicit Association Test (IAT). Please take the following two (2) test:
  - a) Race IAT
  - b) Sexuality IAT
  - And at least one (1) of the following:
    - c) Gender-Career IAT
    - d) Weight IAT
    - e) Disability IAT

Each assessment takes about 5-10 minutes depending on the IAT.

After you have completed the test your results will be shown. **Before submitting your results please print your results. Write your name on your printed results and bring a copy to class.**

Feel free to take other assessments on your own.

2. Complete the Intercultural Development Inventory. A link and access code will be emailed to you on April 19<sup>th</sup>.
  - a) We will debrief this inventory in class.
  - b) You will schedule a 15 minute individual debrief with me outside of class where you will receive your personal results. A signup sheet for individual debriefs will be presented during class.
  
3. The purpose of reading *I'm Black. I'm Christian. I'm Methodist.*, is to expose you to a different/Black cultural experience. You are to write a 1-2 page reflection paper dependent upon your identified race as follows:
  - a. If you identify as Black/African American (Not African), reflect upon how you may or may not personally identify with these different Black experiences.
  - b. For everyone else, reflect upon what you learned or what surprised you as you read these different Black experiences. Is there anything that you read that might affect how you move forward in ministry?
  - Please follow the following guidelines for the reflection paper:
    - 12 font, Times New Roman, Double-spaced, 1" margins.
    - Top of the first page: Student's full name, Names of Instructors, Course Title, Assignment Title, Date of paper.
    - **Every page** after shall have a header with the student's name and page number on the top of each page.
    - Use Word formats for all documents. **All saved documents must have the student's name in the save file name.**
    - **Submit your reflection paper using Google Classroom no later than Sunday, April 23.**

Send any questions you may have about the requirements to:

**Lisa Steel**

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