

Addressing Inter- and Intra-Cultural Issues In Delivering ESD and SVP Prevention Programs in the Schools

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The purpose of this presentation is to describe some of the ways inter-cultural issues (e.g., white program staff interacting with students, faculty, staff or parents of color) as well as intra-cultural issues (e.g., Hispanic program staff dealing with Hispanic students) can impact the working relationship. Strategies will be discussed for addressing directly and respectfully with taboo issues that often exist under the surface.

Assumptions:

- The presentation will focus on method – how the supervisor can help the program staff member recognize and address these issues.
- There are cultural barriers in our society to talking honestly about taboo subjects that if left under the surface can exert powerful and often negative impacts on working relationships between program staff and students, school staff and parents.
- There are core skills required for developing a positive relationship between a supervisor and program staff as well as specific skills needed in these taboo areas.
- There is a “parallel process” in that the way the program supervisor deals with these issues in work with program staff will model how the program staff needs to address them with others. In effect, “more is caught than taught”.

Presentation Method:

- The workshop will consist of presentations, discussion and analysis of examples shared by the presenter as well as participants.
- The participants will be asked to be a mutual aid support group for program directors and staff thus modeling the powerful ways staff can support staff.

- The presentation itself will be an example of both inter- and intra-cultural issues that can affect the workshop leader's relationship with the participants (the authority theme) as well as the participant's interaction with each other (the intimacy theme).

References

Shulman, Lawrence (2010). *The Dynamics and Skills of Group Counseling*. Cengage Publishers

Shulman Lawrence (2011). *The Skills of Helping Individuals, Families, Groups and Communities*, 7th edition. Cengage Publishers