

**Uniwersytet
Pomorski**
w Słupsku

Ψ
Zakład Psychologii


JoinMe2



Development of the Training Module “Race, Ethnicity and Culture”

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RACE, ETHNICITY AND CULTURE



**Welcome on
board!**

Welcome to the training portal for the module on
RACE, ETHNICITY AND CULTURE
<http://joinme2.org/about>






Introduction

The work on the development of the Training Module "Race, Ethnicity, and Culture" went through several professional stages. These stages ensure that the module is well-researched, designed, and aligned with the intended learning outcomes.

We have started the development of the Training Module "Race, Ethnicity, and Culture" in March 2022. The first test model of the module was presented at the TPM in Antalya Turkey in May 2022.

Bellow we will present the stages involved in the development process:





Upon the completion of this module, you will be able to:

- Define the concepts of culture, cultural awareness, race, and ethnicity.
- Recognize the value of equality, equity and diversity in education.
- Learn how to create culture-centered classrooms.
- Reflect critically on the academics' role in university classrooms in supporting cultural awareness.



Acquaint yourself with some symbols:



• Read



• Watch a video



• Have a discussion



• Do an activity or exercise




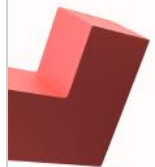
• Think and reflect



1. Needs Assessment

The first stage (January 2022) involved conducting a needs assessment to identify the specific training needs related to race, ethnicity, and culture within the target audience. This involved collecting data through articles and existing educational materials to understand the current knowledge gaps.





Acquaint yourself with some symbols:

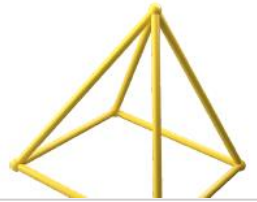
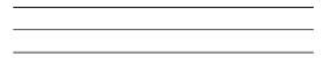


- Questions for reflection
- List of terms
- Link to organisations offering support
- References/additional resources

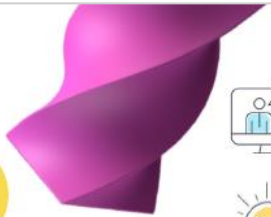
<https://www.deviantart.com/graphicrefer/art/Free-Online-course-icons-Education-icon-set-730372279>



Warming up




CULTURE
HISTORY
KNOWLEDGE
INFORMATION
GENERATION
ART
COMMUNITY





2. Goal Setting


Based on the needs assessment, we established clear and measurable learning goals. These goals were addressed the identified gaps and reflected the desired outcomes of the training module (February 2022).





What is culture?






- 
- Culture is shared meanings
 - Language is central to meaning and culture
 - Language is a key repository of cultural values and meanings



What is culture?




- 
- 
- 
1. **Objective visible artefacts** such as rituals, superstitions, heroes, myths, symbols and taboos.
 2. **Basic truths about identity and relationships**, time and space, ways of thinking and learning, ways of working and organizing, and ways of communicating.
 3. **Ideals shared by group members** to which strong emotions are attached.
 4. **The 'right' and 'wrong' ways of doing things.** The rules people live by in practice.
 5. **Subjective behavioural orientations to do things in one way, rather than another.** They are most noticeable in relationship styles, thinking and learning styles, organization and work styles and communication styles.

<https://www.ambitia.eu/wp-content/uploads/2019/02/2%20Intercultural%20Trainig%20Exercise%20Pack.pdf>



3. Content Research

Next we did extensive research to gather relevant and up-to-date information on race, ethnicity, and culture (March-April 2022). This included examining academic literature, reputable sources, case studies, and best practices in the field. The content covered topics such as cultural competence, unconscious bias, systemic racism, and intercultural communication.



What is culture?

Culture is...

What is culture?

Please check the glossary on the JoinMe2 portal




Picture: What is Culture?
<https://gr.pinterest.com/pin/567383253028533312/>



4. Curriculum Design

In this stage we designed the training module's curriculum, which includes organizing the content into logical units or modules (April-June 2022). The curriculum have a clear structure and flow, allowing learners to progress through the material in a logical and engaging manner. The design also includes activities, quizzes, and multimedia elements to enhance the learning experience.



What is culture?



Picture: Definition and Description of Culture
<https://peachyessay.com/blogs/definition-and-description-of-culture/>

What is culture?




Picture: What is Culture? Types of Culture, Elements of Culture, Characteristics of Culture
<https://medium.com/@beautehealthy/what-is-culture-types-of-culture-elements-of-culture-characteristics-of-culture-7b4d65caddc7>




5. Instructional Material Development

Next we developed instructional materials, such as slides and interactive multimedia elements for the training module (September-December 2022). These materials are visually appealing, accessible, and aligned with the learning goals. They include visual aids, real-life examples, videos, and interactive exercises to facilitate understanding and engagement.






What is culture?



Do you want to know more about culture?
This film will help you to learn more about dilemmas of culture:
The psychology of culture



What is cultural awareness?



Cultural awareness or cultural competence is understanding your own culture, other's culture, and the role of culture in education.




<https://online.mc.edu/degrees/education/cultural-awareness-for-educators/>
Picture: <https://www.macmillanenglish.com/us/blog-resources/article/cultural-awareness>



6. Pilot Testing



Before the official launch, the training module underwent a pilot testing phase (April-May 2023). A select group of participants representative of the target audience took part in the pilot test. Their feedback was collected through surveys to evaluate the module's effectiveness, clarity, and relevance. Based on the feedback, necessary revisions and improvements were made.





What is cultural awareness?



- 
- 
- cultural awareness helps educators to recognize the uniqueness of each student and the differences between groups
 - cultural awareness is about understanding that our cultures impact and shape how we see the world
 - we need to be aware of where, when, how and when our cultures may either help or hinder us in terms of communication and collaboration

<https://www.commisceo-global.com/blog/why-is-cultural-awareness-important>



What is cultural awareness?





- my language

- perspectives

- my norms and values

- my academic culture


- my teacher-student relationships





6. Pilot Testing

The sample was recruited through universities and members contacts participating in JoinMe2 Project, **10 members per partner country**.

- Their participation was **voluntary**.
 - They were given **personal codes** to enter the training modules.
 - They should complete the evaluation for all modules till **30th of April 2023**.
 - Extension till **12th May 2023**.
- 



What is cultural awareness?




Do you want to know more about culture?
This film will help you:

Introduction to Developing Cultural Awareness



What is race and ethnicity?



- Race is a cultural construction which categorizes people based on their skin color




- Ethnicity derives from belonging to and identifying with an ethnic group

6. Pilot Testing

 <p>30 university staff</p>	Countries	Universities
	Belgium	KU Leuven
	Germany	University of Bremen
	Greece	University of the Aegean Economic University of Athens
	Poland	Pomeranian University in Slupsk
	Turkey	Izmir Economics University



What is race and ethnicity?




Do you want to know more about race and ethnicity? This article will help you to understand why these terms are so complex:

Alyssa Pereira (2020). "Race" vs. "Ethnicity": Why These Terms Are So Complex



Race vs. Ethnicity



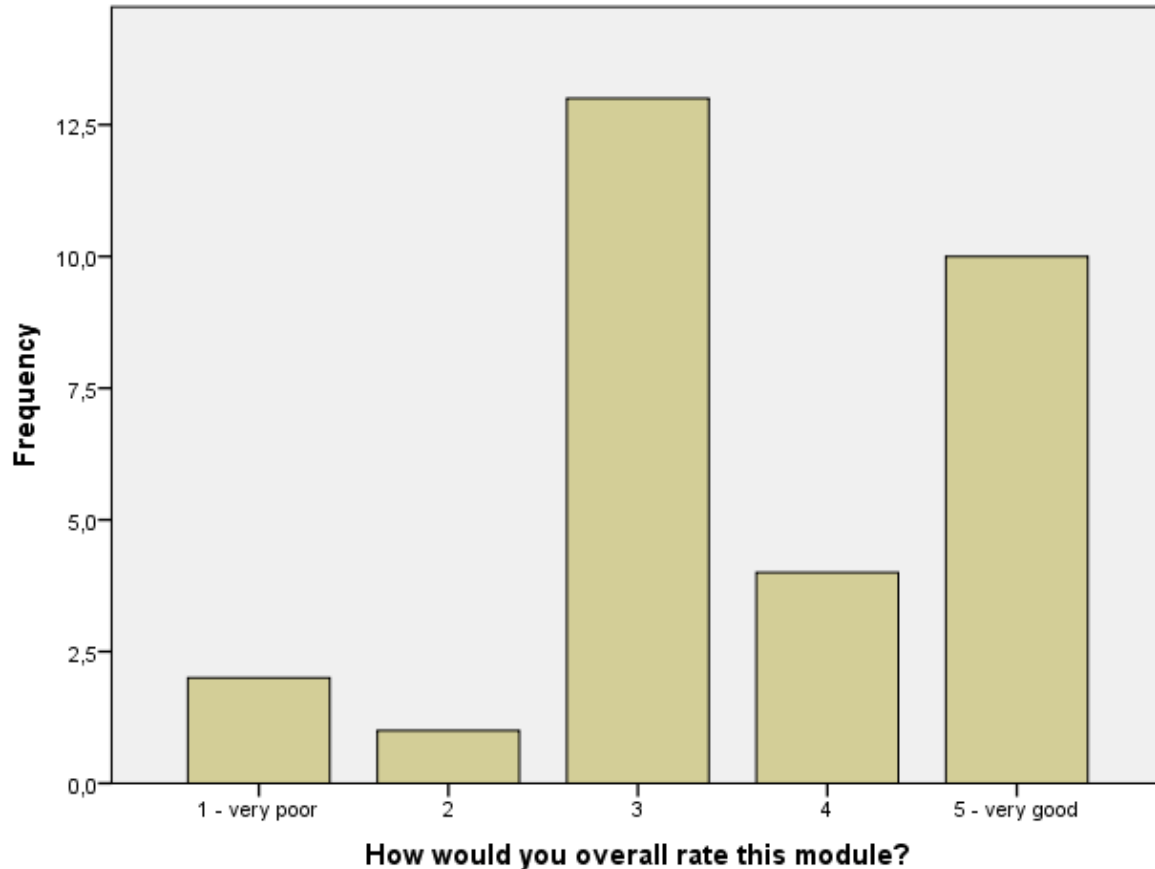
What is race?

What is ethnicity?



6. Pilot Testing: Module Evaluation Results

How would you overall rate this module?




How would you overall rate this module?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - very poor	2	6,7	6,7	6,7
	2	1	3,3	3,3	10,0
	3	13	43,3	43,3	53,3
	4	4	13,3	13,3	66,7
	5 - very good	10	33,3	33,3	100,0
	Total	30	100,0	100,0	

Mean: 3.63



What is racism?



Racism is a form of **prejudice*** that assumes that the members of racial categories have distinctive characteristics and that these differences result in some racial groups being inferior to others.

Racism generally includes negative emotional reactions to members of the group, acceptance of negative **stereotypes****, and racial **discrimination***** against individuals; in some cases, it leads to violence




*<https://dictionary.apa.org/prejudice>

**<https://dictionary.apa.org/negative-stereotypes>

*** <https://dictionary.apa.org/racial-discrimination>



What is racism?



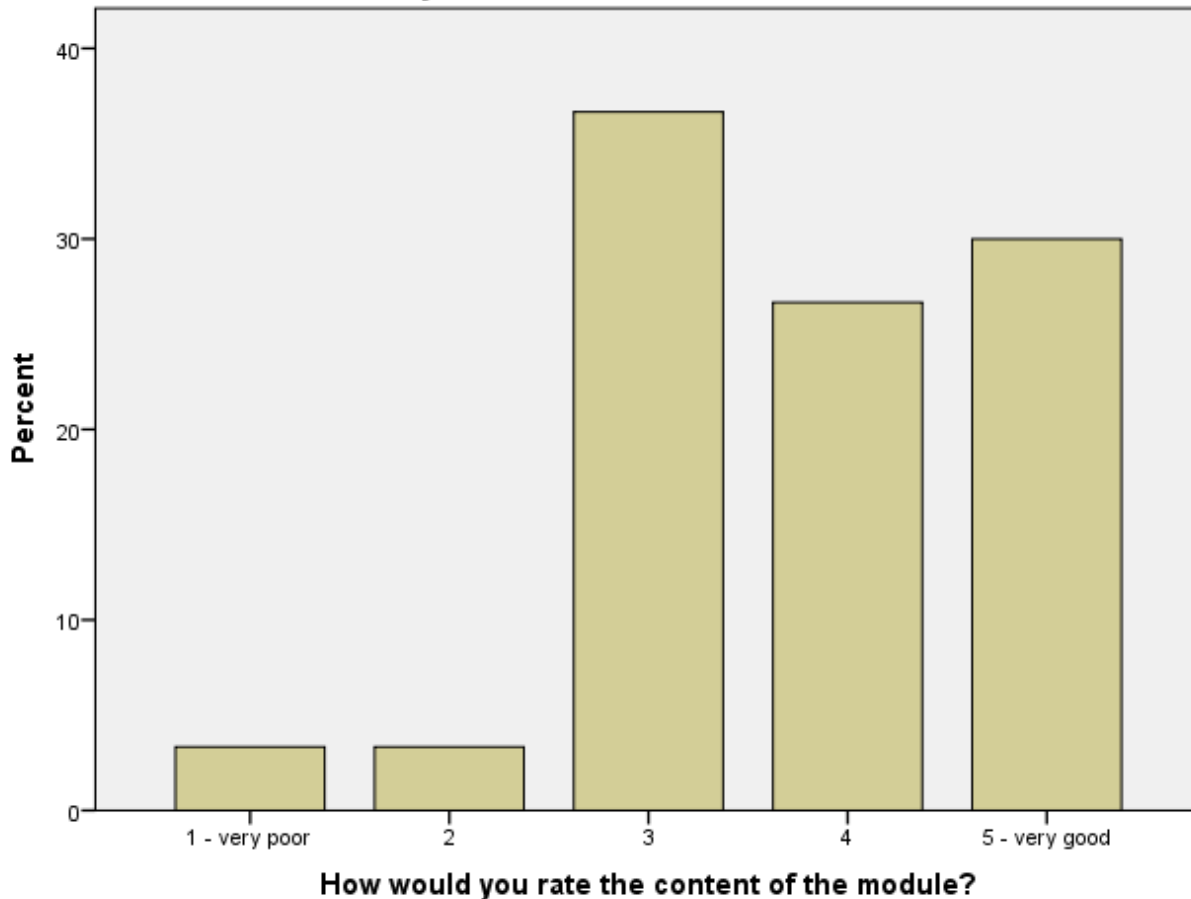
Do you want to know where does racism come from?
This article will help you:

Where Does Racism Come From?
A Guide to Unconscious Bias



6. Pilot Testing: Module Evaluation Results

How would you rate the content of the module?



How would you rate the content of the module?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 - very poor	1	3,3	3,3	3,3
2	1	3,3	3,3	6,7
3	11	36,7	36,7	43,3
4	8	26,7	26,7	70,0
5 - very good	9	30,0	30,0	100,0
Total	30	100,0	100,0	

Mean: 3.77





There are different types of racism:



- anti-blackness
- antisemitism
- Islamophobia
- racism against Sinti and Roma



There are different types of racism:



Do you want to know more about different types of racism?
These films will help you:



Islamophobia killed my brother.
Let's end the hate



The Muslim on the airplane.



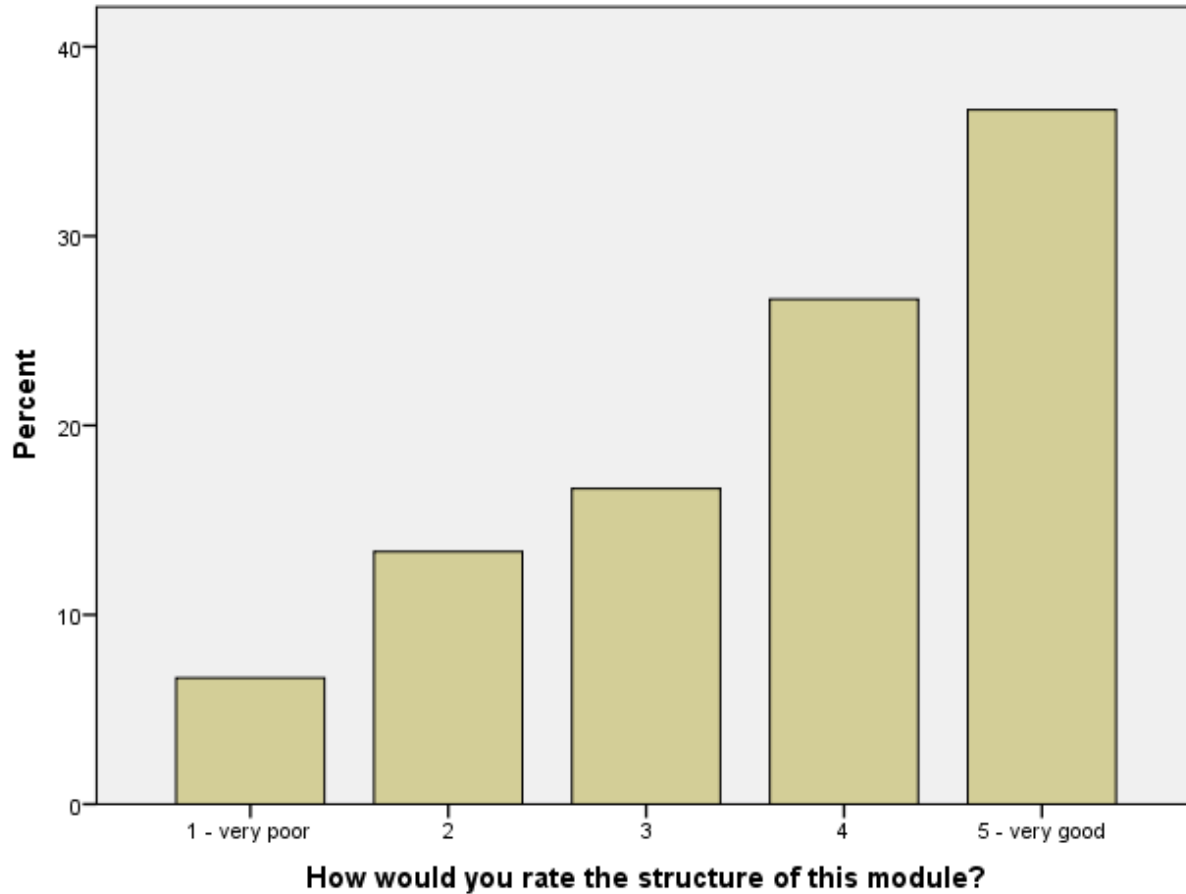
The Struggle for Survival of the Roma People:
Europe's Most Hated.



Antisemitism in Europe

6. Pilot Testing: Module Evaluation Results

How would you rate the structure of this module?





How would you rate the structure of this module?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 - very poor	2	6,7	6,7	6,7
2	4	13,3	13,3	20,0
3	5	16,7	16,7	36,7
4	8	26,7	26,7	63,3
5 - very good	11	36,7	36,7	100,0
Total	30	100,0	100,0	

Mean: 3.73



Why is cultural awareness important in the classroom?





Culturally responsive teaching builds on cultural awareness, using that competence to better communicate with students. The goal is to empower students by understanding their cultural backgrounds and tailoring learning to meet and celebrate their experiences. A classroom that values equality is not the same as one that values equity. While these terms are often used interchangeably, they represent two approaches to teaching with very different goals and outcomes.

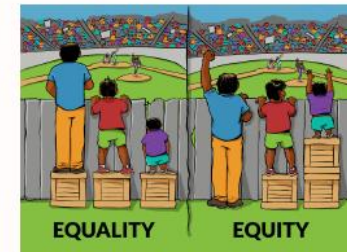
<https://online.mc.edu/degrees/education/cultural-awareness-for-educators/>



Why is cultural awareness important in the classroom?



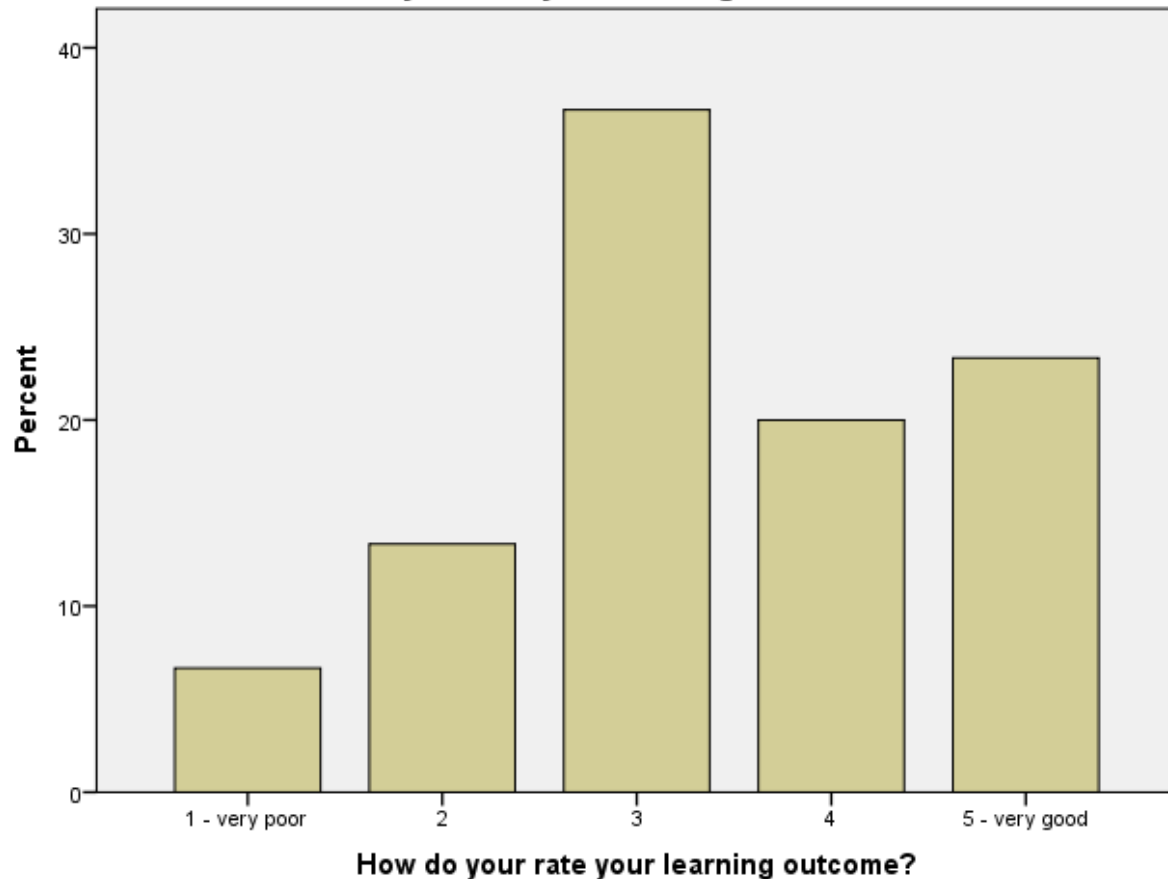
Equality is the idea that all students should be given equal treatment.
Equity is the idea that resources should be provided to students based on their needs to ensure all have opportunities to succeed.



<https://online.mc.edu/degrees/education/cultural-awareness-for-educators/>
Picture: <https://dividedwefall.org/equity-vs-equality/>

6. Pilot Testing: Module Evaluation Results

How do you rate your learning outcome?




How do you rate your learning outcome?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 - very poor	2	6,7	6,7	6,7
2	4	13,3	13,3	20,0
3	11	36,7	36,7	56,7
4	6	20,0	20,0	76,7
5 - very good	7	23,3	23,3	100,0
Total	30	100,0	100,0	

Mean: 3.40




Equality vs. Equity



Equality

When students receive a book to take home the students for whom English is not a first language receive books tailored to their language skills.




Equity

If one student receives a book to take home, all students should receive a book to take home.



Culturally responsive teaching



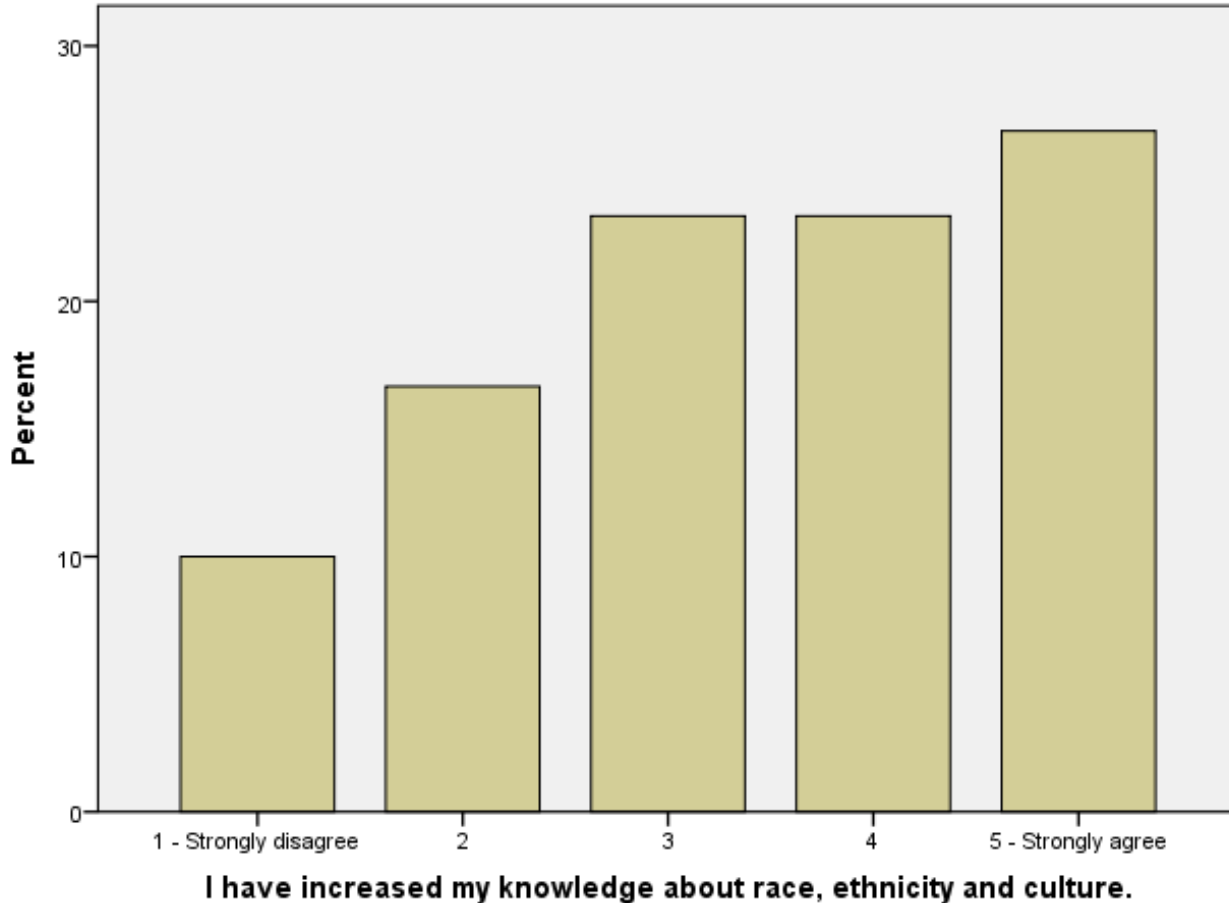
How can I promote culturally responsive teaching?

- Start with awareness
- Confront implicit bias
- Communicate with cultural awareness
- View teachers as learners
- Create culturally adaptable lesson

<https://online.mc.edu/degrees/education/cultural-awareness-for-educators/>

6. Pilot Testing: Module Evaluation Results

I have increased my knowledge about race, ethnicity and culture.



I have increased my knowledge about race, ethnicity and culture.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - Strongly disagree	3	10,0	10,0	10,0
	2	5	16,7	16,7	26,7
	3	7	23,3	23,3	50,0
	4	7	23,3	23,3	73,3
	5 - Strongly agree	8	26,7	26,7	100,0
	Total	30	100,0	100,0	

Mean: 3.40

Culturally responsive teaching

Do you want to know how to build culturally responsive classroom? Here are some hints:



How three reflection questions can super charge your lesson plans



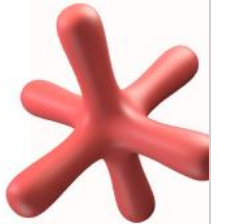
The Culture-Centered Classroom



Teacher worksheet: cultural awareness

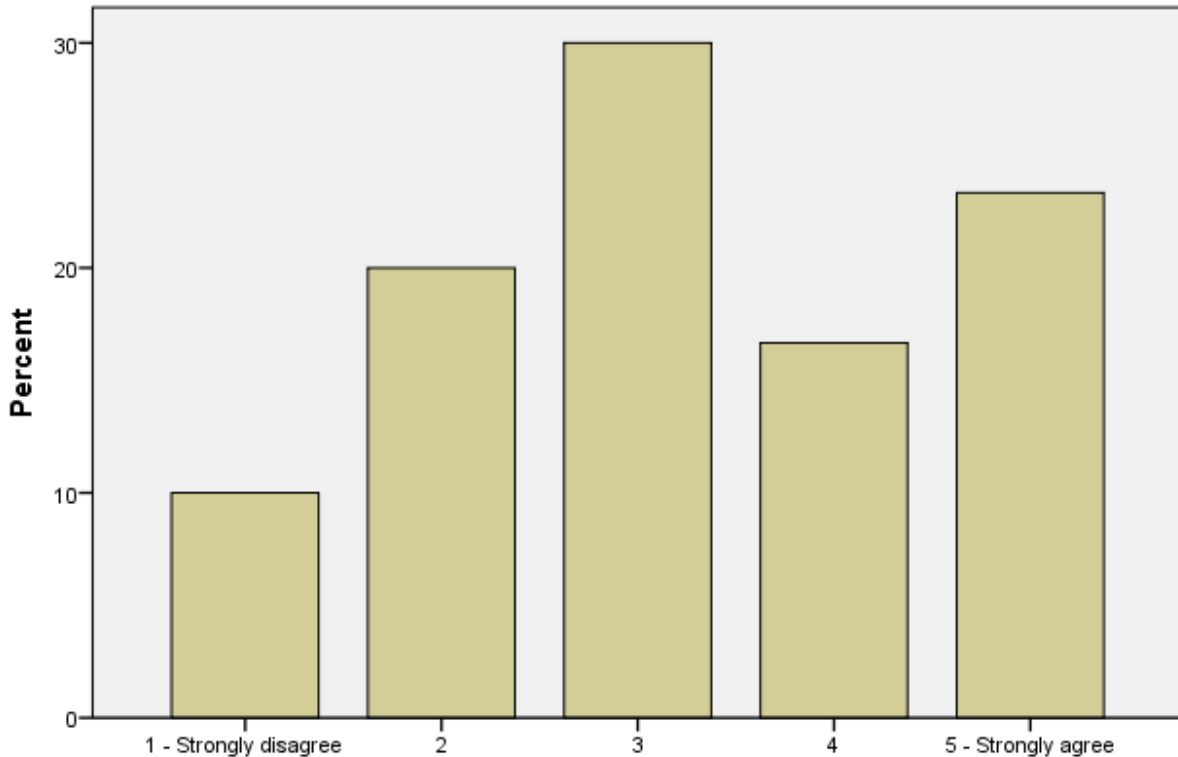
Cultural Awareness

J	E	H	D	I	S	C	R	I	M	I	N	A	T	I	O	N	A
C	U	L	T	U	R	A	L	A	W	A	R	E	N	E	S	S	X
R	P	I	P	A	C	C	U	L	T	U	R	A	T	I	O	N	D
E	V	Q	K	B	C	U	L	T	U	R	E	A	L	I	Q	R	I
P	O	W	E	R	R	L	J	M	J	P	P	R	Q	C	N	X	V
B	I	A	S	B	I	G	O	T	R	Y	X	N	Y	K	K	G	E
L	Z	Z	A	S	S	I	M	I	L	A	T	I	O	N	U	Q	R
C	U	L	T	U	R	A	L	D	I	V	E	R	S	I	T	Y	S
U	E	T	H	N	I	C	I	T	Y	Y	A	I	U	N	K	Y	I
E	T	H	N	I	C	H	O	M	O	P	H	O	B	I	A	Z	T
C	N	I	R	E	M	O	S	P	R	E	J	U	D	I	C	E	Y
R	A	C	E	T	H	N	O	C	E	N	T	R	I	S	M	H	P



6. Pilot Testing: Module Evaluation Results

After the training, I feel more confident to reduce barriers and discriminations related to race, ethnicity and culture in my teachings.



After the training, I feel more confident to reduce barriers and discriminations related to race, ethnicity and culture in my teachings.

After the training, I feel more confident to reduce barriers and discriminations related to race, ethnicity and culture in my teachings.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 - Strongly disagree	3	10,0	10,0	10,0
2	6	20,0	20,0	30,0
3	9	30,0	30,0	60,0
4	5	16,7	16,7	76,7
5 - Strongly agree	7	23,3	23,3	100,0
Total	30	100,0	100,0	

Mean: 3.23

Teacher worksheet: Answers ;)

Cultural Awareness

. . . D I S C R I M I N A T I O N .
C U L T U R A L A W A R E N E S S .
. . . . A C C U L T U R A T I O N D
. . . . C U L T U R E I
P O W E R V
B I A S B I G O T R Y E
. . . A S S I M I L A T I O N . . R
C U L T U R A L D I V E R S I T Y S
. E T H N I C I T Y I
E T H N I C H O M O P H O B I A . T
. P R E J U D I C E Y
R A C E T H N O C E N T R I S M . .



Summing up

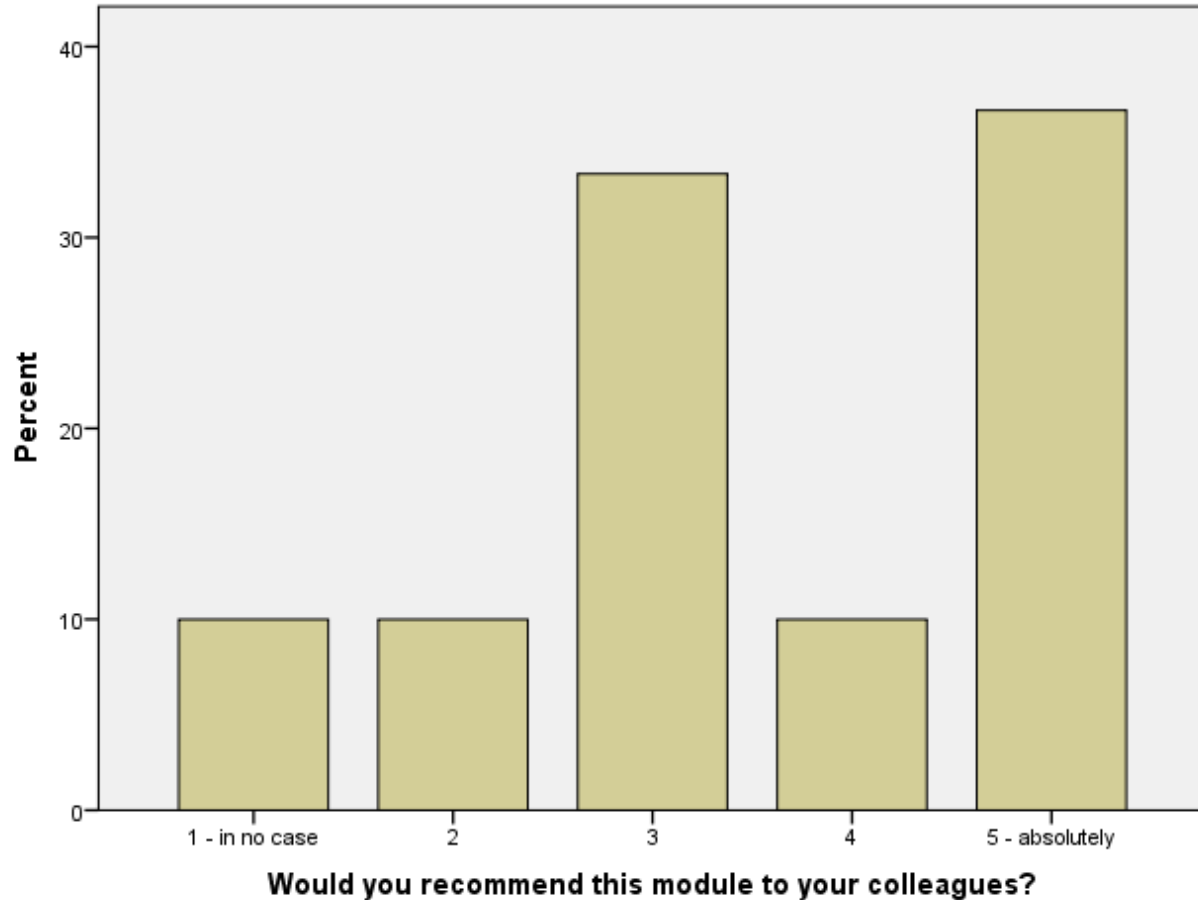
A multicultural society is best served by a culturally responsive curriculum. Schools that acknowledge the diversity of their student population understand the importance of promoting cultural awareness. Teachers who are interested in fostering a cultural awareness in their classroom should actively demonstrate to their students that they genuinely care about their cultural, emotional, and intellectual needs.

<https://www.edweek.org/teaching-learning/opinion-6-ways-teachers-can-foster-cultural-awareness-in-the-classroom/2014/11>



6. Pilot Testing: Module Evaluation Results

Would you recommend this module to your colleagues?



Would you recommend this module to your colleagues?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - in no case	3	10,0	10,0	10,0
	2	3	10,0	10,0	20,0
	3	10	33,3	33,3	53,3
	4	3	10,0	10,0	63,3
	5 - absolutely	11	36,7	36,7	100,0
	Total	30	100,0	100,0	

Mean: 3.53

Summing up

Culturally responsive teaching builds on cultural awareness:

- Enhance students' skills to better communicate with others
- Learn different cultures
- Feel comfortable with cultural diversity

“When you find something in another culture that is puzzling or annoying, don't be furious, be curious”

<https://www.edweek.org/teaching-learning/opinion-6-ways-teachers-can-foster-cultural-awareness-in-the-classroom/2014/11>
<http://edc17.education.ed.ac.uk/npainting/2017/02/08/geert-hofstede-culture-five-basic-dilemmas/>



Module evaluation

Please, share with us your opinion about the module 3 “Race, Ethnicity, and Culture”. The questionnaire is anonymous. Your feedback is valuable for us and will help us improve this module. Below is a link to the evaluation form:




Thank you for your participation!





7. Finalization

Using the feedback from the pilot testing phase, the training module will be finalized (June 2023). Any necessary adjustments or improvements will be incorporated into the content, curriculum, and instructional materials.



7. Finalization

Reasons to recommend	Reasons not to recommend
Coming into contact with another culture is both risky and thrilling	Embed the videos
Raise awareness around this topic (3)	Computer-generated voice (not friendly) (2)
Recommend it to new staff	Voice not friendly to hearing impaired
Interactive approach	Some images have no explanation
Activities to reflect	Very long URLs, aren't clickable
Cultural differences becomes very clear after the lesson (2)	Having more slides with more key points
Promotes culturally responsive teaching	The equality – equity slide is a bit contentious
Well-structured module	Strongly <u>essentializing</u> arguments which misses reflection and discussion
Very interesting (2)	Not coherent
Useful	
Clarifying definitions	
Give insights for practical implications	
<u>Sensitises</u> teachers to the issues of Race, ethnicity and culture	


7. Finalization

- The highest mean was found for the content of the module (3.77)
- The second highest mean was found for the structure of the module (3.73)
- The mean for the overall evaluation of the module was 3.63



7. Finalization

In the 3 first questions for the module, **the lowest percentages** in rating were found for 1 to 2 (very poor to poor)



7. Finalization

- **43.3%** rated their learning outcome upon the completion of the module from 4 (good) to 5 (very good)
- **20%** rated their learning outcome upon the completion of the module from 2 (poor) to 1 (very poor)
- **50% vs 26.7%** stated that they **have increased** their knowledge about race, ethnicity and culture
- **40% vs 30%** stated that they **feel more confident to reduce barriers and discriminations related to** race, ethnicity and culture
- **46.7% vs 20.7%** stated that they **will recommend it to their colleagues**

7. Finalization



- well-structured module
- give insights for practical implications
- raise awareness around this topic
- sensitizes teachers to the issues of Race, ethnicity and culture
- encouraged users to think about their own culture
- interactive approach




- well-structured module
- give insights for practical implications
- raise awareness around this topic
- sensitizes teachers to the issues of Race, ethnicity and culture
- encouraged users to think about their own culture
- interactive approach



8. Delivery and Evaluation

On the next step (July 2023) the training module will be delivered to the intended audience, whether in-person, online, or through a blended approach.






Conclusion

Collaboration with subject matter experts, instructional designers, and trainers was crucial throughout the entire process to ensure the module's quality and relevance. At the same time, we did not escape controversial comments on the content.

The feedback we got offers new insights on the module design. The sound seems to be the more problematic part of the module.





Thank you very much for your attention!

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