

ETHNOCULTURAL DEPARTMENT - CULTURAL INCLUSION MODULE SLT

OUR GOAL: To ensure our clubs are safe, inviting and friendly environments for people of all culturally and linguistically diverse (CaLD) backgrounds.

What is culture?

Culture broadly encompasses a range of shared values, beliefs, customary practices, behaviours & languages. It shapes how we interact with others and our perspectives.

Common Dimensions of Culture: different cultural groups have different values and priorities

Individualism vs collectivism; Uncertainty avoidance; Power and hierarchy; Prioritising task completion vs relationships; Long-term vs short term priority; Norms; Perception of time

Intersectionality

Different aspects of a person's identity can expose them to overlapping, cumulative forms of discrimination. It's important to understand the diverse intersections within your committees.

EVENTS GUIDE:

Catering

- ❖ Options for common dietary requirements (allergies, vegetarian, no beef, kosher, halal, etc.) should be packaged, labelled, placed separately to prevent cross-contamination.
- ❖ Include a variety of drink options including non-alcoholic & seek diverse cuisines!

Timing

- ❖ Check Guild website's cultural calendar to note cultural holidays
- ❖ e.g. minimise food events during daytime in Ramadan, during Yom Kippur and fasting days, and Lent; always include vegetarian options; respect days like Sabbath which certain religions reserve for rest and worship

Spacing & Scheduling

- ❖ Ensure spaces or alternative rooms are available to students if they wish to pray, meditate, or take a breath. Some religious groups pray at certain times - provide your attendees with an events schedule & always allow time for breaks!

Collaborations

- ❖ Collaborate with different clubs, including cultural and religious clubs, to bring different perspectives, and engage better with CaLD students.
- ❖ For events with guest speakers or professionals, seek to include people from CaLD backgrounds

Variety

- ❖ Trial a variety of event styles, activities & locations, ensuring your events are accessible to all! E.g. mix of outdoors & indoors, during daytime & nighttime, include non-alcoholic events & locations + non-alcoholic activity options during events.

Marketing

- ❖ Communicate all details about the event, including itinerary, break times and end time. Ensure that the language used is clear.
- ❖ Include images/graphics on posts & subtitles/captions for videos!

Language

- ❖ Ensure you use clear & concise language throughout events - avoid confusing slang.
- ❖ For panel discussions or presentations, ensure speakers are given time to communicate their points well.
- ❖ During interactions, be mindful of different accents, social cues and grammar differences between languages. Some communication errors may occur - be understanding!

Reflections & Feedback

- ❖ After events, reflect on accessibility and inclusivity, and modifications for future events.
- ❖ Be open to feedback from attendees - ensure avenues where people can anonymously report incidents of inappropriate behaviour or discrimination.

CULTURAL AWARENESS - WHY IS IT IMPORTANT?

Benefits of cultural awareness

- *For you:* we become better at problem-solving and more culturally knowledgeable + gain improved communication skills and understanding of our own biases
- *For your team:* better problem-solving for events and more inclusive planning
- *For your club:* If people feel included, they will show up to events and interact!

Risks of being culturally unaware

- Students don't feel welcome at events / in university life - affects their mental wellbeing!
- Students feel pressured to fit in by shedding their cultural identity and deviating from their beliefs
- Risks of conflict within the team and with the audience

USEFUL RESOURCES:

- Our linktree has the full presentation slides with detail! QR code →
- Check out our socials for campaigns and updates on cultural occasions

REACH OUT!

- The Ethno department represents all CaLD students
 - we advocate for students and run campaigns and events

Feel free to reach out to us for anything! Especially with planning events, recruiting members or promoting events!



You can email us below or check out our socials!

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