

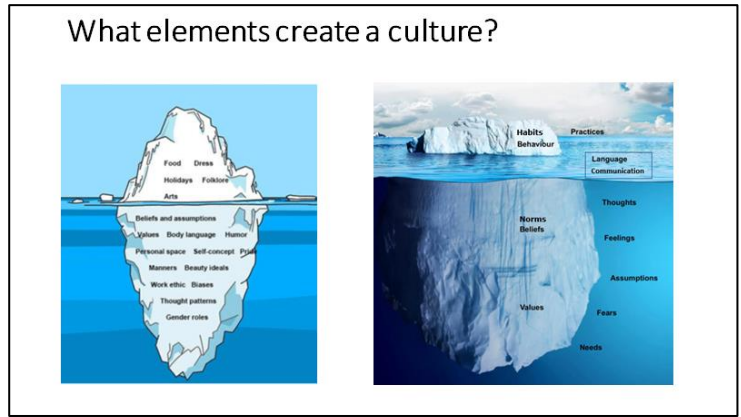
Going deeper on Diversity

Resources from the Training

Edward T Hall's Cultural Iceberg Model

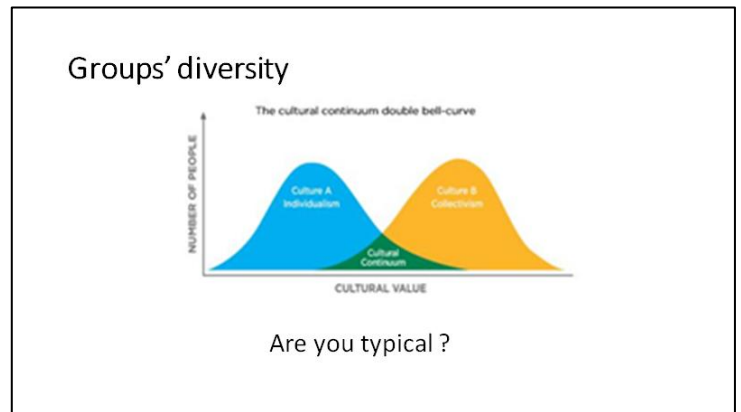
E.T. Hall was the first to propose a reading of culture through the metaphor of an Iceberg. You first see what is more visible and superficial. The more you look down and deep, the more you see of the essential parts. Without the unseen, an Iceberg capsizes. If you want to understand it, you must look at the majority of it: what is under water.

See "Additional resources" for more on ET Hall



The cultural continuum double bell curve

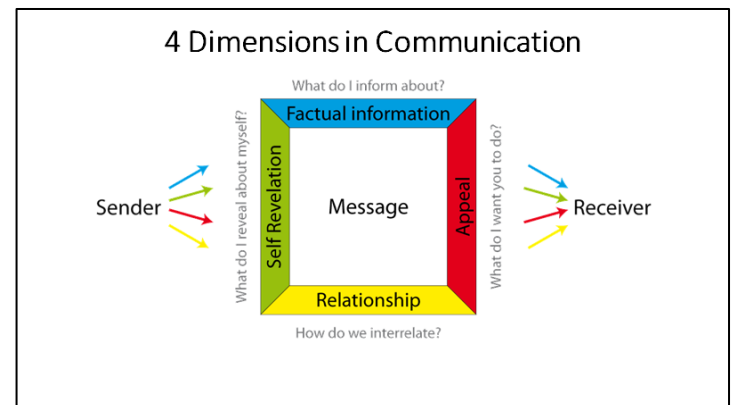
No culture is uniform, and no individual fits all the "criteria" of a given culture. Whatever aspect of culture you look at, you will also find people that represent it more or less. If you look at the whole group, some individual will even be closer to other cultural groups, while still identifying to their group. This leads to a key paradox: cultures exist, but no one fully belongs to them and you can't define its boundaries.

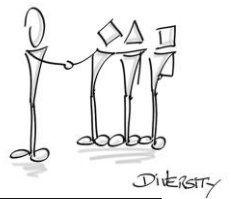


Friedemann Schulz von Thun's "4 Dimension on Communication"

Schulz von Thun is a German psychologist and expert in interpersonal communication. His work includes several models that help us better understand how messages are passed on between people.

The "4 dimensions" explain some key factors that influence a message when it is transmitted, and provides a balanced reading of what is at stake when 2 people communicate: their relationship, their expectations, what they reveal about themselves and they expect the other person to act when they receive the message.

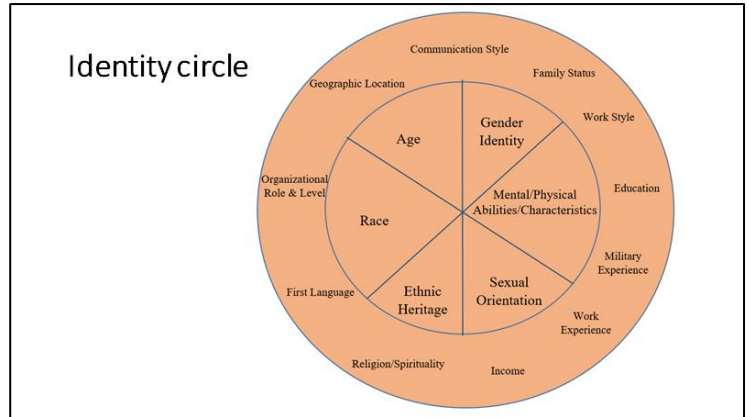




The Identity Circle

A simple tool to differentiate between primary and secondary identities, and to highlight the importance of a certain key primary identities that are often the basis of discrimination.

Primary identities cannot be changed.



The notion of “Sameness” in diversity

Looking at diversity through “sameness” and not through differences allows for a very different reading of its problematics.

Looking for sameness can not only explain passive group dynamics that can lead to excluding those who are different. It can also support us into finding sameness in people we believe to be more different from us than they actually are. After all, people are people, just like us.

Group belonging (social identity)

“Are you same enough to be my equal?”

TV 2 Denmark – “All that we share”

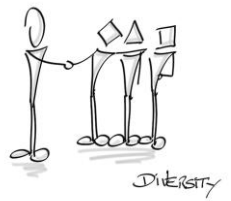
<https://www.youtube.com/watch?v=jD8tjhVO1Tc>



Social Inequalities – 100 \$ race

<https://www.youtube.com/watch?v=4K5fbQ1-zps>





Additional Resources

Here are few references you may find interesting to take a look at. This is not an extensive list: diversity has been discussed in many form. We encourage you to look for more material and insights online and elsewhere. Diversity is itself a subject that is culturally influenced, so don't hesitate to look for resources in your own country.

Geert Hofstede's Cultural Dimensions

G. Hofstede was a Dutch social psychologist who developed a model to read and compare cultures, based on a series of 6 dimensions. While this approach seems a little "categorizing" and simplistic, it still provides interesting insight of what composes a culture and how the various aspects relate to each other like dimensions.

<https://www.hofstede-insights.com/>

Edward T Hall's research

E. T. Hall largely contributed to research about cultures. His work includes the key notions of proxemics, monochronic time, polychronic time, and high-context and low-context cultures.

More can be found [here](#) and in his books.

AFS Intercultural Programs

AFS is an international Non-Profit Organization that develops intercultural learning around the world, notably through exchange student programs that are supported by an strong educational framework. They have applied a lot of theories and ideas about intercultural learning to the setting of international mobility for students, and have pushed their thinking even further.

Some resources from AFS can be found here:

<https://afs.org/education/intercultural-learning-for-afs-and-friends/>