Experiential tools and activities for intercultural/DEIB agility and effectiveness

Facilitators: Dr. Basma Ibrahim DeVries and John DeVries

TIER 1--ENERGIZE! CORE TENETS OF A COMMUNICATION STYLES APPROACH TO INTERCULTURAL/DEI WORK

TUESDAY, JULY 12, 11:30AM-2:30PM EDT (3 HOURS TOTAL)

Overview
Global inclusion in these complex times requires heightened identity awareness, greater cultural sensitivities, and refined skills to bridge differences. Communication styles and cultural influences on those styles play a key role in learning to leverage differences for mutual relational satisfaction and productivity. As intercultural and DEI trainers, we found existing models of communication style differences across cultures and identities as overly simplistic – often leading to misunderstandings, decreased productivity, and the perpetuation of stereotypes. Previous communication styles labels utilized in the intercultural and DEI fields were often not true in our lived experiences, neglected to acknowledge the wide range of co-cultures and communication styles in any given culture, and did little to advance intercultural competence. Just think about the variability in communication styles across a given country and across town (or even in your own home!), and it becomes clear that this is a rich area for more exploration and development. We offer a more inclusive and holistic approach to understanding and utilizing communication styles in DEI and intercultural work.

Learning Objectives

1. Explore a new approach to communication styles as an entry point for deeper understanding of diversity and cultural differences
2. Understand the core tenets of a communication styles approach to human interaction
3. Examine how cultural values and beliefs are communicated through behavior
4. Identify, explain, and utilize key communication styles tools
5. Recognize barriers to effective intercultural communication and promote communication style strategies for managing differences for positive outcomes
6. Engage with several communication styles activities to increase understanding of your own and others’ preferred communication styles within various contexts

Learning Plan
We invite you to join us for this virtual experiential and innovative master class designed for trainers and educators ready to take their skillset to the next level. Workshop participants can expect to be creatively, experientially, and reflectively engaged, with opportunities to apply workshop content to specific learning interests and situations.
Basma Ibrahim Devries, PhD

Dr. Basma Ibrahim DeVries is professor of Communication Studies at Concordia University and faculty member of the former Summer Institute for Intercultural Communication and the Intercultural Communication and Collaboration Forum in Doha, Qatar. She is energized when exploring the intersections of identities, culture, and equity, both in the classroom and working with clients on their intercultural communication and DEI goals. Basma co-authored *Communication Highwire: Leveraging the Power of Diverse Communication Styles* and *Cultural Detective Egypt*. She served on the national board of SIETAR-USA and is a founding board member of GiGi’s Playhouse – Down Syndrome Achievement Center.

Jon DeVries

Jon DeVries is an intercultural trainer and consultant specializing in Intercultural Competence Development, Leadership Development, Team Building and Training Design with a background in Experiential Education and Adult Learning Theories. Jon held positions at the University of Minnesota, including Short-Term and Custom Programs Director in the International Student and Scholar Services Office. He has worked with large and small businesses, K-12 and higher education institutions, government agencies from multiple countries, and non-profit organizations.