

A Closer Look at Culture

Culture

Culture is an integrated pattern of human behavior which includes but is not limited to:



... of a racial, ethnic, religious, social, or political group; the ability to transmit the above to succeeding generations; dynamic in nature.

Culture

Culture is akin to being the person observed through a one-way mirror; everything we see is from our own perspective.



It is only when we join the observed on the other side that it is possible to see ourselves and others clearly – but getting to the other side of the glass presents many challenges.

(Lynch & Hanson, 1992, "Developing Cross Cultural Competence")

Culture is...

- applicable to all peoples
- active & dynamic
- changes over time
- changes with migration
- changes to meet new challenges to group
- changes through interactions with other groups
- changes based on climate

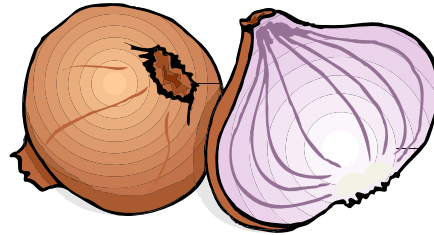
Adapted from Vivian Jackson, NCCC, 2003

Slide Source: The National Center for Cultural Competence, 2006



Culture is...

- multi-layered



- at personal, family, community level
- home, school, work/profession levels



Culture is...

- malleable over time
- always considered within a context

Adapted from Vivian Jackson, NCCC, 2003

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Culture ...

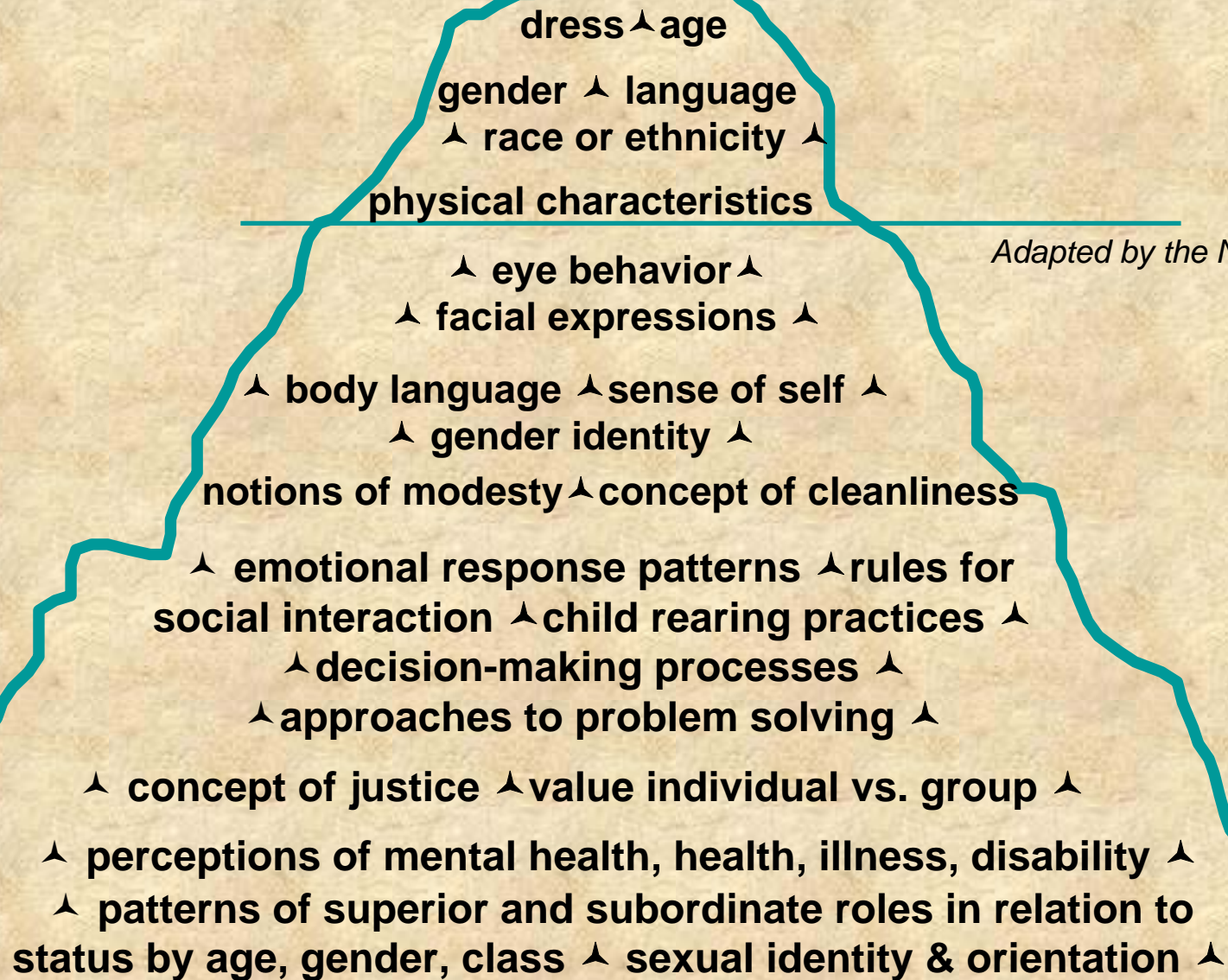
- structures perceptions
- shapes behaviors
- is the total way of life – it tells group members how to behave and provides their identity

Adapted from Vivian Jackson, NCCC, 2003

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An Iceberg Concept of Culture



and much more...

An Iceberg Concept of Culture



The iceberg concept
of culture is widely
used and available in
the public domain,
for example see:

Culture Matters

www.peacecorps.gov

or

www.genderandpeacekeeping.org

Cultural Factors That Influence Diversity Among Individuals and Groups

Internal Factors

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- Cultural/Racial/Ethnic Identity
 - Tribal Affiliation/Clan
 - Nationality
 - Acculturation/Assimilation
 - Socioeconomic Status/Class
 - Education
 - Language
 - Literacy
 - Family Constellation
 - Social History
 - Perception of Time
 - Health Beliefs & Practices
 - Health Literacy
 - Perception of Disability
 - Perception of Mental Health
 - Age & Life Cycle Issues
 - Gender & Sexuality
 - Sexual Orientation & Identity
 - Religion & Spiritual Views
 - Spatial & Regional Patterns
 - Political Orientation/Affiliation

Cultural Factors That Influence Diversity Among Individuals and Groups

External Factors



- Institutional Biases
- Racism & Discrimination
- Community Economics
- Intergroup Relations
- Group & Community Resiliency
- Natural Networks of Support
- Community History
- Political Climate
- Workforce Diversity
- Community Demographics