



Culture Card Deck



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The Role of Culture

Most of us have had a lot of training starting with Cultural Awareness – with the idea that this would increase our ability to recognize and be respectful to the families we serve.

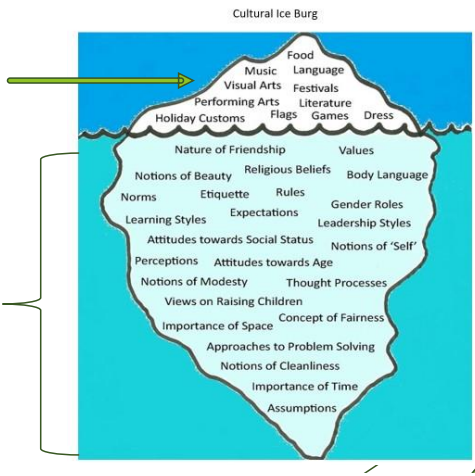
And then came training around Cultural Competence – this was supposed to move us from being aware and respectful to being competent in other’s culture. Knowing that children were spending huge amounts of time in childcare and the understanding there could be negative impact to the child in losing their home culture since they were no longer being watched by family members. This type of training hoped that by building competency in this area would help us preserve children’s identity as research was finding that children were getting disconnected from their families and communities which ultimately impacted their ability to be resilient. However, what happened with many of us (me included) was in an attempt to expose ourselves and our children to different cultures, we often ended up reinforcing stereotypes.

Now, most recently, there has been a lot of training on 1) Implicit Bias with the focus of looking at our own biases and the impact of those biases on suspension and expulsion rates of minorities; and 2) Cultural Humility with the goal of understanding our own culture and the impact it has on our work relationships.

Here at Team Agreements, we believe that highly effective teams routinely share aspects of their culture and beliefs and check for similarities and differences with their team members. They also cross check to see how those beliefs fit into the organizations’ vision and core values. Each member of the team routinely stops to reflect on the impact of culture on how they:

- Interpret the organization’s vision
- Set goals and acknowledge accomplishments or handle “failures”
- Define roles and corresponding responsibilities
- Encourage differences and support risk taking
- Communicate in general
- Express and uphold their personal and professional boundaries

This is where many of our conversations and team building occur.



This is where many conflicts arise from.

As I began working with multiple organizations across the nation, I found many programs struggling to have conversations about race and culture in authentic yet safe ways. Thus, the Culture Cards were created to begin conversations “below” the surface of the ice burg.



Need Support Training Your Teams?

Agenda

Table Talk

Cultural Conversations

Diversity, Equity & Inclusion: A Leadership Development Training with a focus on Implicit Bias and Cultural Humility

Different is Just Different

Options for virtual training:

- 90-minute overview on Implicit Bias
- 3-hour training on Diversity, Equity & Inclusion in the Workplace
- 3-hour training on Culturally Responsive Practices

Options for on-site training:

- 1-day deep dive into Diversity, Equity and Inclusion in the Workplace
- 1-day deep dive into Culturally Responsive Practices



What is the cost? Reach out to me at deidre.harris@teamagreements.com and we can discuss the training that would best suit the outcomes you're looking for.



Culture Card Deck

Directions:

1. Print pages 5-8 front to back onto card stock and cut cards apart. Laminate for long-term use.
2. As a group, choose a card/topic and discuss practices, beliefs, perspectives, taboos, and identities as it relates to your culture.
3. Sample questions relating to all cards can include:
 - a. Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
 - b. What is considered taboo as it relates to this topic?
4. Sample perspectives relating to specific cards can include:
 - a. hair
 - i. length of hair for men/women/children/married/unmarried, etc.
 - ii. styles of hair for men/women/children/married/unmarried, etc.
 - b. bathing
 - i. frequency
 - ii. bathing with others (e.g., siblings, parents, etc.)
 - iii. type of bathing (shower, bathtub, ofuro, etc.)
 - c. washing clothes
 - i. frequency
 - ii. chore assignment (men, woman, children at a certain age, etc.)
 - d. eye contact
 - i. showing respect to elder/authority, etc.
 - ii. eyes lowered, off to the side, etc.
 - e. sleeping arrangements
 - i. sleeping in same room / separate rooms
 - ii. children sleeping in adult's bed, own bed, etc.
 - f. gender roles
 - i. chores / responsibilities, etc.
 - ii. jobs, etc.
 - g. food
 - i. types of food
 - ii. utensils used (silverware, chopsticks, fingers, etc.)



Culture Cards

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2. Choose a card/topic and discuss practices, beliefs, perspectives, taboos, and identities as it relates to your culture.

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Bathing

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HAIR

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Washing Clothes

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HAIR

- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - length of hair for men/women/children/married/unmarried, etc.
 - styles of hair for men/women/children/married/unmarried, etc.

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Bathing



- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - frequency
 - bathing with others (e.g., siblings, parents, etc.)

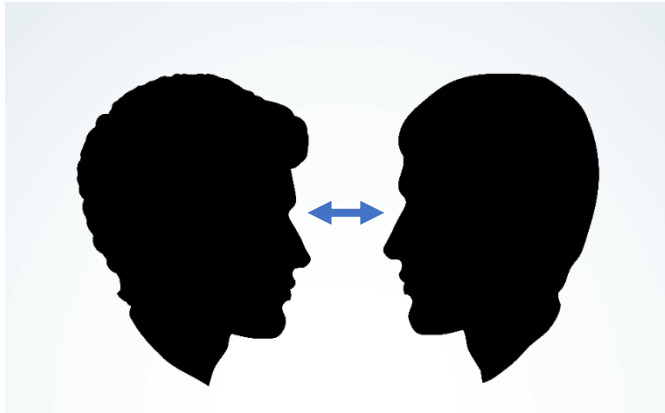
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Washing Clothes



- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - frequency
 - chore assignment (men, woman, children at a certain age, etc.)

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Eye Contact

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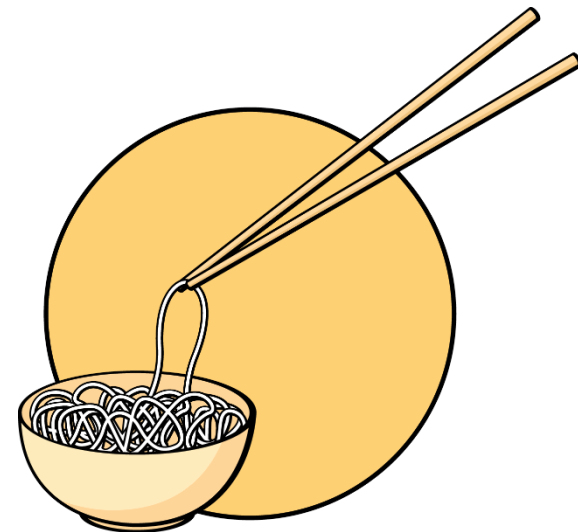
Sleeping Arrangements

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Gender Roles

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Food

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Eye Contact

- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - showing respect to elder/authority, etc.

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Sleeping Arrangements

- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - sleeping in same room / separate rooms
 - children sleeping in adult's bed, own bed, etc.

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Gender Roles

- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - chores / responsibilities, etc.
 - jobs, etc.

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Food

- Growing up, how did my family handle this topic? Now that I'm older, how do I handle this topic?
- What is considered taboo as it relates to this topic?
 - types of food
 - utensils used (silverware, chopsticks, fingers, etc.)

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