



Cultural Inclusivity Framework Info Sheet

Version 06_2024.

The ADVANCEing FieldSafety (AFS) Cultural Inclusivity framework focuses on the process of building and improving cultural inclusivity as the acts of continual:

- Self-reflection,
- Learning,
- Awareness building,
- Implementation,
- Practice, and
- Humility.

In this toolkit, you will find information that we have shared in the AFS course on how to improve the different processes of the AFS Cultural Inclusivity Framework. Building cultural inclusivity in your field team and environment requires learning and building upon the concepts shown above. Some of these skills require self-education such as your own learning about culture to build awareness. Other skills are developed by directly interacting with others from different backgrounds.

Instructions

Below we provide a framework for **1) Building Awareness through Self-Reflection and Learning; 2) Implementation and Practice of Cultural Inclusivity, and 3) Ensuring Cultural Humility.**

This project is funded by the US National Science Foundation (NSF) Division of Research, Innovation, Synergies, and Education (RISE) within NSF's Directorate for Geosciences (GEO), award numbers 2307410, 2307411, 2307412, and 2307413.





Step 1: Building Awareness through Self-Reflection and Learning

To build cultural awareness, it's important to:

- Reflect on your own cultural beliefs, values, and norms.
- Understand how culture shapes self-identity, behavior, perception of and interactions with others.
- Identify how sociopolitical structures can create cultural norms that cause oppression and discrimination of specific groups of people.
- Respect other cultures and their worldviews, acknowledging that no culture is superior to another.
- Acknowledge culture as being fluid and dynamic.

Step 2: Implementation and Practice of Cultural Inclusivity

Implementation and practice look like:

- Combining awareness and knowledge into a professional workspace and practice.
- Actively learning about different cultures and how they relate to one another.
- Understanding fundamental cultural differences and their impact on individuals.
- Intentionally seeking exposure to culturally diverse experiences. This helps reflect and plan for culturally diverse interactions.
- Appropriately and constructively adapting our behaviors to respect different cultures, while remaining true to ourselves.
- Working effectively in culturally diverse environments.

Step 3: Ensuring Cultural Humility

Some of the principles and attributes of cultural humility are:

- Understand how cultural upbringings can shape the way we perceive the world around us.
- Recognize one's prejudices and cultural misperceptions.
- Engage in continuous self-critique.
- Identify and challenge power differentials in working relationships and organizations.
- Be open to recognizing what we don't know and to learning from others.
- Appropriately and constructively adapt our behaviors to respect different cultures, while remaining true to ourselves.

