

Developing Intercultural Competences



Building ACIME Trainers Network

Workshop "Intercultural Competences in Professional
Development"

5th October 2006

11th Metropolis Conference



acime

Alto Comissariado para a Imigração e Minorias Étnicas



ACIME trainers network: main purpose

- To expand ACIME's action, near local communities - schools, public services, associations... - contributing to develop skills to deal with cultural diversity and to enhance the conditions for migrants' integration.



To learn is to make meaning of one's own experience...

Before helping someone to read the word, help him to read the world.

Nobody teaches anything to anyone; people learn and build their own knowledge from each other.

Paulo Freire, 1972



... Adult learning is...

- Actively built by the learner
- Derives from experience and is built upon it
- Socially mediated
- Influenced by cultural factors and by the context where it occurs.

Sonia Nieto (1999)



(Transformative) Learning means:

The process...

- ... which transforms **experience** into knowledge, skills, and attitudes, values, feelings. It changes the reference frame, affecting the way one faces new experiences.
- ... of making meaning to previous experience; a re-interpretation by the light of new perspectives.
- ... of learning through critical self-reflection, leading to change of representations and to a more inclusive perspective integrating personal experience. It reflects on action.

Jarvis, 1995

Adapted from Mezirow (1990)



Assumptions in adult learning/training: (re)perspective

PRESUMPTIONS /DISTORTIONS → NEW PERSPECTIVE

EPISTEMIC

The nature and use of knowledge

SOCIOCULTURAL

Value and belief systems

PSYCHIC

Psychological / Critical incidents



Training: how to bridge theory and practice?

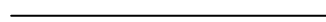
Meta-reflection:

- Research and confront perspectives
- Examine one's own expectations and assumptions
- Elicit and deconstruct (mis)conceptions
- "Desethnicize" meaning of culture
- Reflect on personal stories and critical life events
- Cooperative work upon shared experiences
- Rethinking models of self-assessment of competences



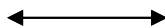
Reflective portfolio: A tool for learning and skills development

Learning

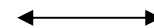


Development

Personal
transformation



Professional
transformation

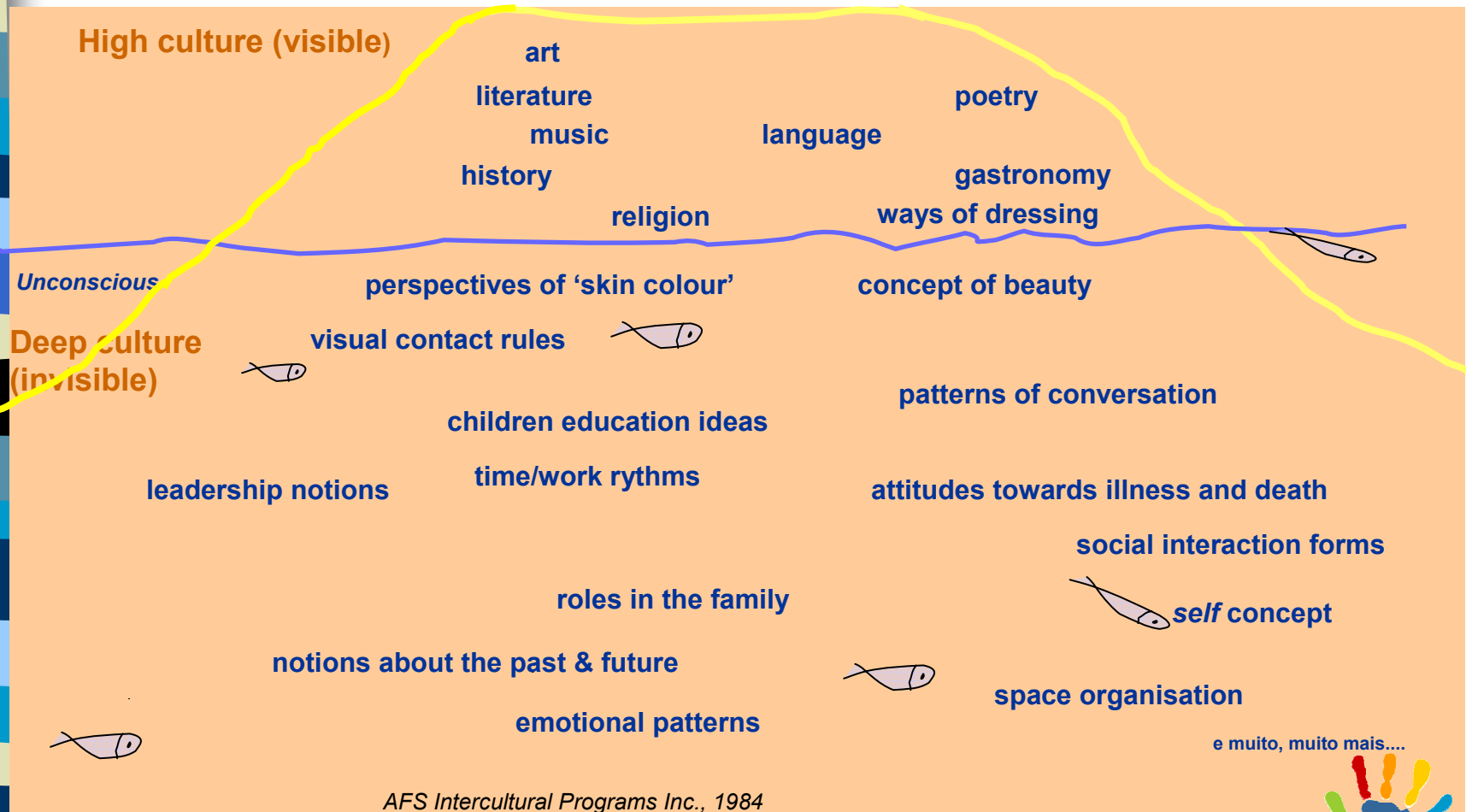


Transformation
in work context

The nature of culture:

Conscious

ICEBERG



AFS Intercultural Programs Inc., 1984

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Intercultural learning means...

- A learning process for all:
 - Capacity building process
 - Reject of all forms of discrimination
 - Participation in a more open and plural society

A DIMENSION OF DEMOCRATIC
CITIZENSHIP

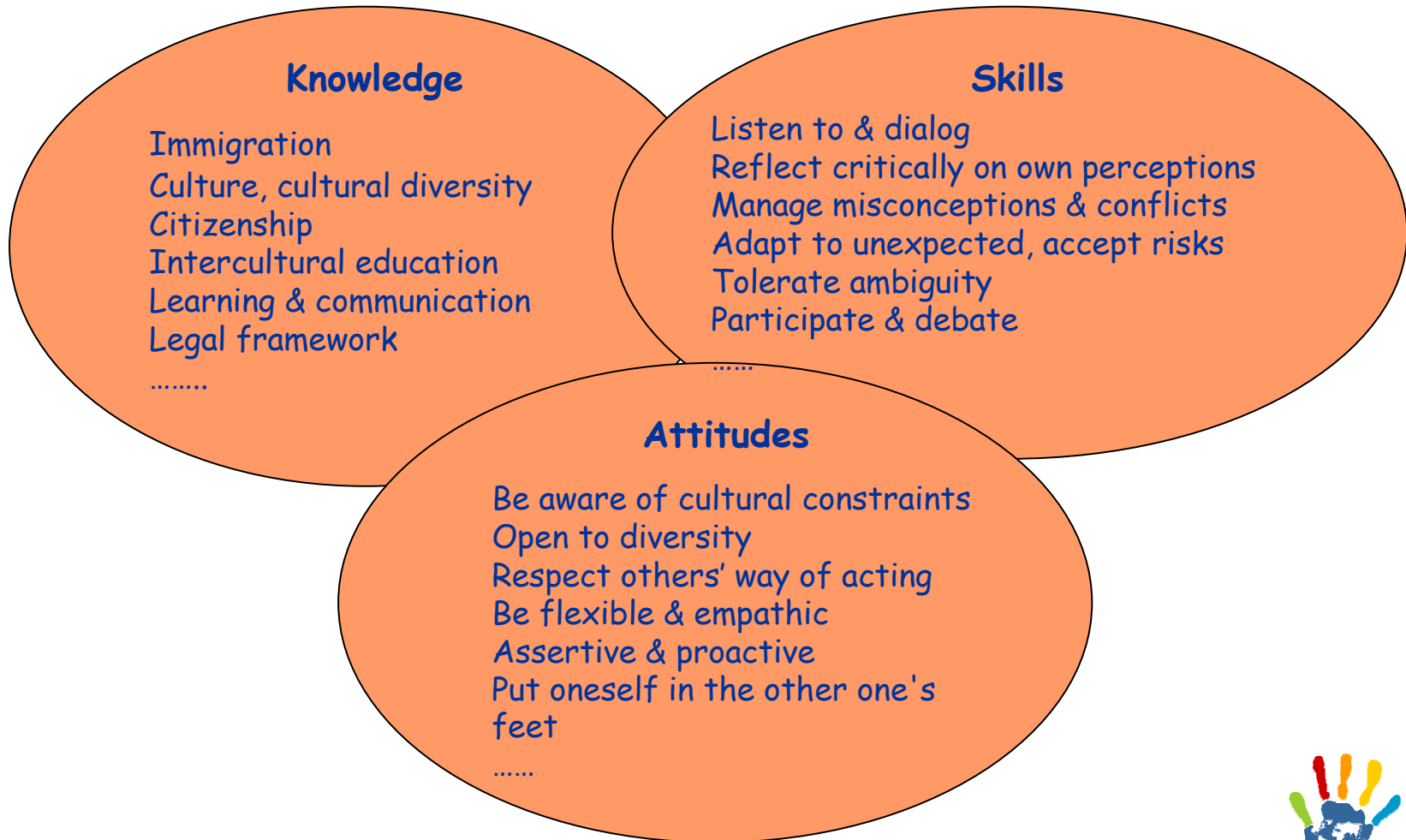


Promoting Intercultural Education

- better understanding of other cultures in modern society;
- better communication skills between people from different cultures;
- more adequate attitude in the context of cultural diversity and understanding of psycho-social mechanisms that create racism;
- ability to participate in social interaction, developing a sense of identity and common belonging to humanity.

Ouellet, 1991

The (intercultural) competences that were identified





Words from participants....

I acquired experience, friends, reference frameworks, resources. My world expanded, my limits opened, and the words, the old and the new, got diverse and deeper meanings.

This "travel" raised emotions and feelings, created friends, memories, and learning, built knowledge, fostered reflections, transformed me...

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