

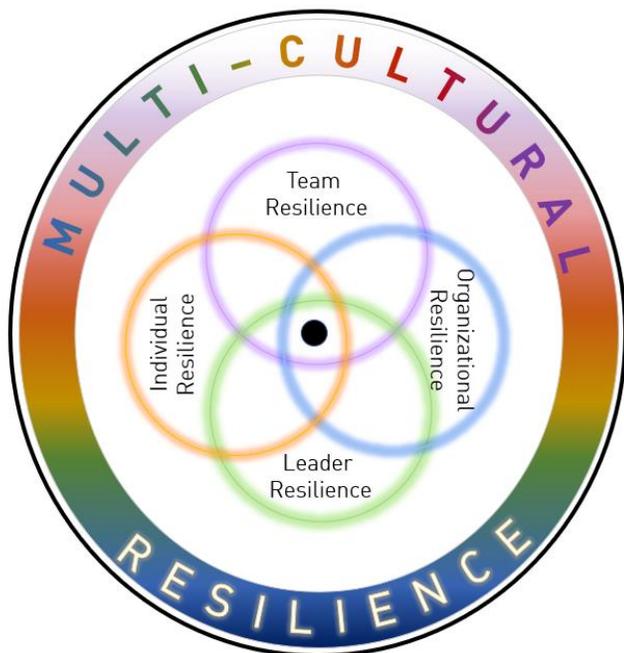
Multi-cultural Resilience

(An Introduction and Discussion Guide)



We base our approach to multi-cultural resilience following the definition of [multi-cultural wellness competency](#) from the [National Wellness Institute and Dr. Linda Howard](#) :

Cultural competency encompasses more than race. Culture includes such things as age, religion, nationality, gender, socioeconomic status, geographic location, language, sexual orientation, and education. Multicultural competency is a skill that must be learned.



Multi-cultural resilience requires multi-cultural competency and it also includes the deep recognition of common humanity, the history of our common humanity, and the mutual honor and celebration of the ancestral struggles all of humanity has faced to survive and thrive on this planet.

Briefly, multi-cultural resilience is:

the innate ability of humanity (in all of our manifestations) to recover from adversity, collectively learn through the recovery, and collectively move from stress, through resilience, to thriving.

To be most authentic, our approach to multi-cultural resilience includes the resilience stories of individuals, teams, leaders, and the organizations and institutions we all live and work in. It all begins with a safe sharing, and mutual honoring of our respective resilience stories at all levels.

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We suggest using this discussion guide in conjunction with book study of “Raw Coping Power: From Resilience to Thriving” (Joel Bennett, 2014). Ideally, participants would have already practiced two exercises “Really Listening” (Tool # 30) and “Your Resilience Story” (Tool # 1) in pairs and have experienced a sense of psychological safety following successful use of the CHAT guidelines.

QUESTIONS FOR DISCUSSION

For any question below, the phrase “cultural background” is inclusive of any identity-relevant quality that a participant values and/or emotionally resonates with. This includes and is not limited to age, religion, nationality, gender, gender identity, socioeconomic status, social class, job class, occupation, geographic location, language, sexual orientation, and education.

1. How has your cultural background informed and strengthened your well-being journey? Your resilience journey?
2. How has your cultural background informed and strengthened your values, approach to time, life purpose, or spirituality?
3. How has your cultural background informed or enhanced your management of conflict and ability to reduce stigma?
4. How does your cultural background inform or enhance your personal resilience at and away from work?
5. How does your cultural background shape your perspective-taking and empathy?
6. Reflecting on all of the above together, what new commitments can you make to each other to support the fullest expression of one’s strengths?
7. How can you show this support for:
 - The individuals you work and live with?
 - The teams (groups, crews) you are part of?
 - The leaders you know?
 - The organizations you work in?
 - The surrounding community?
8. As a group is there some simple statement of commitment that you would like to craft and use as a reminder moving forward?