



LESSON 5.3 Intent vs. Impact

Module #5: Exploration of Others

Since having a great high school experience is really all about relationships, it is important for freshmen to explore the values and beliefs of other students – and how they're similar and different. There are dangers in not taking the time to truly understand the people we consider "different" from us – dangers that can have a lifetime of negative consequence.

Enduring Understandings

- I. **Race, gender, ethnicity, and culture are all different and cannot be interchanged. Understanding each is an integral part of getting to know others and what defines them.**
- II. **Stereotyping is very common and very dangerous – if not recognized and corrected.**

Essential Questions

- I. **What is culture? (I)**
- II. **What is stereotyping and what are the dangers of stereotyping? (II)**
- III. **What is ethnic intimidation? (II)**

Lesson Objective(s)

1. Students will develop an understanding of the differences among racial, ethnic, and cultural groups at school.
2. Students will understand the effects of stereotyping.

Lesson 5.1

Lesson 5.2

Lesson 5.3

Lesson 5.4

Lesson 5.5

Directions:

1. This lesson is designed as a continuation of Lesson 5.1 and Lesson 5.2. Prior to conducting the lesson, the faculty advisor and student leaders should review the "Competency Strategies." (See "Developing Intercultural Competence" handout.) Pay particular attention to the strategies not used in Lesson 5.2. The faculty advisor and student leaders should think of real examples of times they used one of the strategies in their own lives and the end result.
2. Distribute the "Developing Intercultural Competence" handout to freshmen. Review the definition of "Intercultural Competence" and all of the strategies on the handout. Process Lesson 5.2 and how student felt "practicing" with some of these strategies.
3. The faculty advisor and student leaders should share their examples of specific times when they have implemented intercultural strategies.
4. Ask freshmen to share examples of times in their lives when they have used some of these strategies or times that they wished someone had used the strategies before judging or stereotyping.
5. Lead a discussion with freshmen about the difference between "Intent vs. Impact" of our communication. Discuss the value of remaining sensitive to the implications of our interactions with others. Equally important, we should remain open to the idea that most of the time, we can and should assume the best of others, but respectfully ask for clarification if we need more information.
6. Conclude the lesson with a reflection of Lessons 5.1, 5.2, 5.3 and the big "take aways" freshmen now have to help them navigate relationships with others.

Materials & Supplies

- Copies of the "Intercultural Competence" handout.

**FOCUS
POINT**

Holding stereotypes is somewhat normal. However, using them in harmful ways is not. It is important to know and use strategies to truly get to know people different from us. Just as you would want someone to do this before judging you, you should be willing to do the same for others.

- The interactive game, *Hate Comes Home*, is an excellent supplement to Module 5. We strongly recommend you use it with this module to enhance student understanding of cultures and stereotypes.
- To order a *Hate Comes Home* subscription, visit the following website: <http://www.willinteractive.com/hate-comes-home>
- If you choose not to purchase and use the *Hate Comes Home* program, we recommend showing movie clips that illustrate and discuss the dangers of stereotyping and cultural biases.

**resources
&
extension**

Intercultural Competence

One of the most common reasons that individuals are not successful in their relationships and are sometimes fired is because they struggle in understanding and dealing with other people. Developing the ability to understand the impact of our words and actions on other people, regardless of our intention, is an invaluable tool in being successful in school and beyond.

As speakers, it is important that we consider the impact of our words and actions on others. However, as listeners, we must remain patient with others and remember that their intent may not be the impact that we feel. This activity can help us reduce the likelihood of being misunderstood and/or misunderstanding others.

"Intercultural competence refers to an ability to achieve social goals with minimum misunderstandings...despite...cultural differences."

Competency Strategies:

- Control our emotional reactions to people who are different.
- Have knowledge about different groups of people-what do they value in particular, how do the members develop their identities, etc.
- Have an ability to reserve judgment about others and their behavior until you have enough information through your own observations and questioning.
- Use quality questions and compassionate communication techniques to better understand others.
- Understand and appreciate non-verbal communication as an important way to connect with someone else.
- Allow each person to define him or herself, instead of relying on stereotypes.
- Want to learn about how individuals and groups of people want to be treated and try to address or accommodate them as much as possible.
- Have an interest in taking risks in order to interact more competently with those who are different.
- Recognize that understanding others is a life-long process.
- Understand that we cannot understand something or someone when we do not have information about the subject or that person. The more we know, the more we develop skills to be comfortable in various settings.