



MCHB-ICTP

INTERCULTURAL COMPETENCY TRAINING PROGRAM

The **MCHB-ICTP** evolved in response to the demand from government, educators, researchers and Canadian Health and Social Service Providers to tap into our unique first hand collective knowledge as Multicultural Community Health Workers (Cultural Brokers) working directly with Newcomer families in the field for the past 25 years.

Many of our Brokers have informed research, curriculum, policy and programming on Interculturalism as we know it today. This Intercultural Competency Training Program (ICTP) is our way of delivering that collective knowledge, practice and experience to you directly from the source.

The MCHB-ICTP is a Social Enterprise that supports the program, personnel and the **MCHB Workers Co-operative** as a whole. As a workers' co-operative, we are comprised predominantly of colleagues from Newcomer backgrounds, but **we receive no external funding from granting agencies**. The ICTP is a completely self-financing program for the Co-Op, and as such, prices are set to make the program objectives and curriculum delivery sustainable.

Our workshops range from half-day, to full-day and multiple series sessions that can be customized to suit your stated needs and goals. We build not just on awareness, but on deepening understanding, empathy and acceptance leading towards behavioural change. We impart knowledge and skills in the context of practice and constantly evolve our curriculum, tools and activities to reflect the ever expanding learning interests and objectives of our participants, as well as of our own knowledge growth. Our facilitators are a consortium of intercultural practitioners, educators, researchers and cultural brokers who, together possess centuries of knowledge and insight to inform your practice, your methods and your worldview.

Unique to our workshops is the review of Case Studies which are sourced from our practice and facilitated directly by our Cultural Brokers and cultural community leaders. This is the perfect space to ask those hard questions and evolve your skills in an environment of mutual respect, safety, constructive and collaborative problem-solving, and reciprocity of learning.

“At a time when education is becoming more de-personalized through online delivery formats, we emphasize the importance of relationships and genuine meaningful cross-cultural interactions as a modern form of education through our collective oral traditions. Our program's pedagogical goal is to bring 'multicultural Canada' to an intercultural reality through transformative education and socio-economic fairplay/justice.” ~Kreisha Oro

For more information, or to register in our workshops, please contact: mchb.ictp@gmail.com or call (780) 756-5737.

****ICTP 2019****

PUBLIC WORKSHOP REGISTRATIONS

Registrations are now available for the upcoming workshops:

- ❑ *Foundations for Intercultural Practice*
- ❑ *Pre-Migration Context: Role Changes and the Influence of Culture on Refugee Families*
- ❑ *PTSD, Trauma and Strategies to work with affected Newcomer Individuals and Families*
- ❑ **NEW* From Colonialism to Interculturalism: Shifting Dynamics of Power*

Weekdays from

10 AM - 2 PM

Edmonton Intercultural Centre 9538-107 Ave

For INFO or to REGISTER

Email: mchb.ictp@gmail.com

Tel: (780) 756-5737

2019 ICTP PWS WORKSHOPS SCHEDULE

Time: **10 AM – 2 PM**

Location: Edmonton Intercultural Centre, 9538-107 Ave

*Cost per Workshop: **\$300**

Foundations for Intercultural Practice

- Wednesday April 10, 2019
- Wednesday May 15, 2019
- Wednesday June 12, 2019
- Wednesday July 17, 2019
- Wednesday August 14, 2019
- Wednesday September 11, 2019
- Wednesday October 16, 2019
- Wednesday November 13, 2019
- Wednesday December 4, 2019

Pre-Migration Context: Role Changes and the Influence of Culture on Refugee Families

- Tuesday April 2, 2019
- Tuesday June 11, 2019
- Tuesday September 10, 2019
- Tuesday October 15, 2019

PTSD, Trauma and Strategies to work with affected Newcomer Individuals and Families

- Thursday April 4, 2019
- Thursday June 13, 2019
- Thursday September 12, 2019
- Thursday October 17, 2019

****NEW**** From Colonialism to Interculturalism: Shifting Dynamics of Power

- Wednesday May 29, 2019
- Wednesday July 24, 2019

* Price drops to \$250/per registrant if eight (8) registrants from same organization are confirmed.

+ Registration due dates are **by NOON 7 days prior** to the workshop date.

+ Workshop may be cancelled if minimum registration is not met. (Max 20)

+ Notifications/Confirmations will be sent the Friday prior to each workshop.

~*~ Are you part of a cohort in an educational program, service agency, non-profit, community organization, or group of friends and associates? Looking for professional development, staff training or accreditation hours in Intercultural Competency or Intercultural Communications and Engagement Training? ~ Contact us to see how we can get a better price for your group! Discounts for annual training/regular clients and groups of 8 or more! Sliding scale and student rates also available!

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“The Multicultural Health Brokers Coop embodies a rich and vibrant space for the ongoing generation of intercultural knowledge and transformative practice. Cultural brokers - working both with newcomers to Canada and service providers - are deeply grounded in the understanding that we all bring diverse life experiences and cultural lenses to the work that we do. Understanding how to work creatively and productively in these intercultural spaces while acknowledging and addressing power dynamics, is an ongoing area of learning and growth for us. We invite you to journey with us.” ~Donna-Mae Ford

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Multicultural Health Brokers Workers' Cooperative (MCHB) Intercultural Competency Training Program (ICTP)

MCHB – ICTP

PRICING & WORKSHOP DESCRIPTIONS

BACKGROUND: The MCHB is a **workers' cooperative comprised of over 90% women from newcomer backgrounds**. As a workers' cooperative, we are unable to access grant funding that is made available to non-profit and charity status organizations. As such, the ICTP was structured as a Social Enterprise to generate revenue with the goal of equalizing wages across the entire Co-Op. This means that every dollar you give to the ICTP for training goes directly to the Co-Op in order to sustain, equalize and further develop our personnel and programs. We deliver over 9 programs to 2000 newcomer families in over 30 different languages each year, while promoting 2 Social Enterprises: *EquiTea Catering* and the *Intercultural Competency Training Program (ICTP)*. We are located in the Edmonton Intercultural Centre, Edmonton, Alberta, Canada.

Our ICTP workshops are based on the collective knowledge and experiences we have gleaned as colleagues in the Co-Op working in the Health and Social Services Sector, as well as from academic and community-based field research, and our own lived experience as community health workers and cultural world-bridgers (Cultural Brokers) in Canada, for the past 25 years. The training we provide is collaboratively developed, is perpetually informed by participant feedback, and is delivered directly 'from the source'.

We greatly appreciate your support of our uniquely positioned and relevant work.

Resources for Registrants > Some Agencies may provide grant funding to offset the cost of your training:

- Muttart Foundation – Bursary Program: <https://www.muttart.org/granting-programs/bursary-program/>
 - ECALA: <https://www.ecala.org/funding/ecala-funding/>
 - REACH Edmonton: <https://reachedmonton.ca/detail/posts/cultural-competency>
 - Canada Jobs Grant: <https://www.alberta.ca/canada-alberta-job-grant.aspx>
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COHORT PRICING

Cohort pricing can be applied in two ways:

- 1) **Public Workshops (PWS)*** – Review Schedule here <https://www.facebook.com/mchb.ictp>

These are pre-scheduled Half Day workshops (4 hours), hosted at our location on a monthly basis, with an individual registration price of **\$300/person**. These workshops include refreshments and Certificates upon request. **PWS Cohort pricing:** if 8 or more individuals from the same organization register in the same PWS workshop, group qualifies for individual registrations price of **\$250/person** (Maximum Capacity 20)

- 2) **Cohort Workshop Bookings** - Organizations can schedule a preferred date with us, host it at their own facility, and will have more options in customizing the workshop they would like us to deliver. Refreshments, if desired, would need to be provided by the host organization. *Certificates can be provided for an additional fee.* (Maximum Capacity: Facility capacity of host)

COHORT WORKSHOPS BOOKINGS PRICING**:

Half Day (up to 4 hours including 30 min break): \$1840 + GST

Full Day (up to 8 hours including 1-1.5 hours for breaks): \$2560 + GST

Certificates (per batch up to 20): \$100 + GST

***prices may vary depending on the number of facilitators/personnel involved.*

The MCHB-ICTP is a Workers' Cooperative and strives to remunerate all personnel at an equal hourly rate of pay.

WORKSHOP DESCRIPTIONS:

Half Day Topics (up to 4 hours) available through Public Workshop Schedule and COHORT

1) MCHB Foundations For Intercultural Practice: Intercultural Communications

HD001A

We will examine trends in cultural demographics from global to local perspectives, and provide an overview of Migration Pathways into Canada, Classifications and Access to Services. We will review different definitions of 'culture', and engage in activities designed to recognize different Cultural Orientations along a spectrum to gain skills in how to shift our personal, professional and institutional 'lenses'. Participants will be encouraged to challenge cultural assumptions and conceptual frameworks in a safe, inclusive and constructive way, in order to inform our **behaviour and communication styles** with different cultures. This workshop includes Group work on Case Studies facilitated by Cultural Brokers and/or community leaders. (max:PWS 20 /Cohort 30)

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HD001B Activity: Time (mono vs. polychromatic)

HD001C Activity: Ontologies (Individualist/Collectivist)

2) ****NEW** From Colonialism to Interculturalism: Shifting Dynamics of Power **NEW****

HD002 ****recommended prerequisite HD001****

We will review the changing cultural demographics of Canada from Confederation (1867) to current day immigration and settlement trends. We will identify Colonial/Imperialist, as well as Pre-colonial/Indigenous and Post-colonial concepts to help identify trajectories of practice; and introduce different approaches to Power. We will conduct comparative experiential assessments to reflect on the capacity for Empathy in relationships of Power and provide tips for shifting power dynamics in practice. (max: PWS 20 / Cohort 30)

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3) Premigration Context: Role Changes and the Influence of Culture on Refugee Families

HD003

Pre-migration, Adaptive Behaviours and Role Changes in Refugee Families

In this workshop you will learn how pre-migration and role changes at arrival in Canada influence the lives of newcomers, how behavior is shaped through these experiences and how to overcome communication difficulties and cultural barriers. This workshop is ideal for anyone seeking deeper understanding of the real world challenges faced by Immigrant and Refugee families to inform their practice, service and programming. (max: PWS 20 / Cohort 30)

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4) PTSD, Trauma and Strategies to work with affected Newcomer Individuals and Families

HD004 ****recommended prerequisite: HD003****

Trauma and Vicarious Trauma and Strategies for working with Newcomers and other trauma affected families. You will understand trauma and how behavior is influenced by trauma. We will discuss strategies on how to communicate effectively, minimize trauma related reactions and anxiety and de-escalate situations. You will also learn about resources available in the community. You will learn about vicarious trauma, how to recognize it in yourself and we will discuss ways to take care of yourself. This workshop is ideal for anyone seeking deeper understanding of the real world challenges faced by Immigrant and Refugee families to inform their practice, service and programming. (max: PWS 20 / Cohort 30)

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Full Day Workshops (up to 8 hours): *available for COHORT only*

5) Intercultural Communication and Exploring Dynamics of Power

FD005 Combined HD001 + Multi-Cross-Interculturalism Activity Module

This workshop focuses on uncovering and examining our cultural assumptions, behavioral expectations, and systemic pressures when it comes to cross-cultural communications and unspoken relationships of power. We will explore different cultural orientations regarding communicative and behavioural expectations, identify our own preferred norms, and endeavour to practice recognizing and responding more constructively to differences. Participants will be asked to embody progressive models of socio-cultural interaction in order to deconstruct and trace dynamic relationships of power. We will discuss 'Individualist' as compared to 'Collectivist' approaches to Power, conduct a comparative experiential assessment, and identify skills as well as systems changes that may be needed to facilitate transformation. (max 40 - negotiable)

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6) ****NEW**** From Colonialism to Interculturalism: Shifting Dynamics of Power

FD006 **recommended prerequisite: HD001 or FD005 ****NEW******

In this workshop, we will work with Prejudice, Power and Process. We will review the changing cultural demographics of Canada from Confederation (1867) to current day immigration and settlement trends. We will examine different models of Power, and introduce Colonial/Imperialist, as well as Pre-colonial/Indigenous and Post-colonial concepts to help identify trajectories of practice. We will conduct a meaningful collective exercise on the subject of Prejudice and Discrimination to induce empathy and mobilize our collective will for transformation. We will discuss how normalized system practices (e.g. Research, Business and Intellectual Property) may disadvantage people from 'collectivist' cultures, and how the under-examination of social, structural, and economic practices may perpetuate poverty for some Newcomer and Indigenous populations in Canada today. This workshop is ideal for: Academics, Researchers, Students, Community Based Participatory Action Researchers, Systems/Process Analysts, Policy Makers, Program Developers, Funding Agencies, Indigenous/Collectivist Peoples (max: PWS 20 / Cohort 30)

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7) Community Engagement and Relationship- Building with Cultural Communities

FD007

This workshop focuses on how to develop, nurture, and sustain meaningful working relationships with cultural communities in Edmonton. Topics covered will include how to create welcoming, inclusive environments that invite authentic engagement, and how to connect with community members and community leaders for collaborative program development. We will work together to identify gaps in service delivery, programming and/or decision making, and strive to discover solutions for improved practice. This workshop will include conversations with cultural brokers and youth leaders. (max 20-negotiable)

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8) COMBINED Full Day: Premigration Context + PTSD, Trauma and Strategies

FD008

MORNING: HD003: *Pre-migration Context: Adaptive Behaviours and Role Changes in Refugee Families*

AFTERNOON: HD004: *PTSD, Trauma and Strategies to Work with Affected Newcomer Individuals and Families*

This workshop is ideal for anyone seeking deeper understanding of the real world challenges faced by Immigrant and Refugee families to inform their practice, service and programming. (max 40-negotiable)

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