

Intercultural Training



**FEBRUARY 7, 2017
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**INTED – INTEGRATION THROUGH
EDUCATION AND INFORMATION**

Contents



Culture



Communication



Perception



Classification in categories



Stereotypes, prejudices and
GMF

Contents



Culture

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Classification in
categories

Stereotypes, prejudices
and GMF

History of Germany's
integration policy

What is integration?
What is discrimination?

Exercise



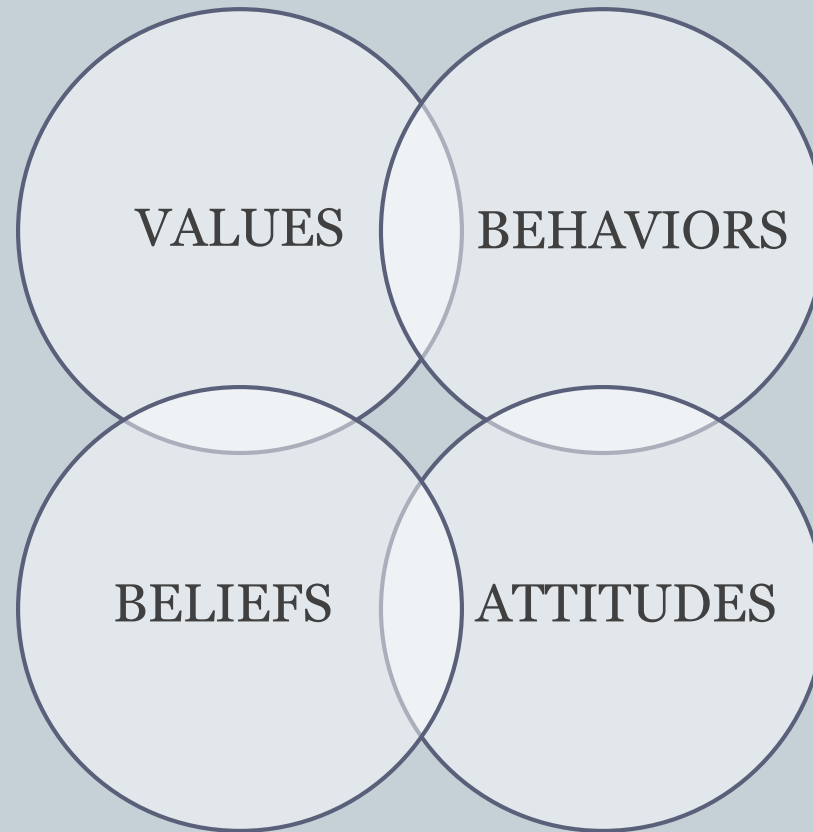
„Travel agency“



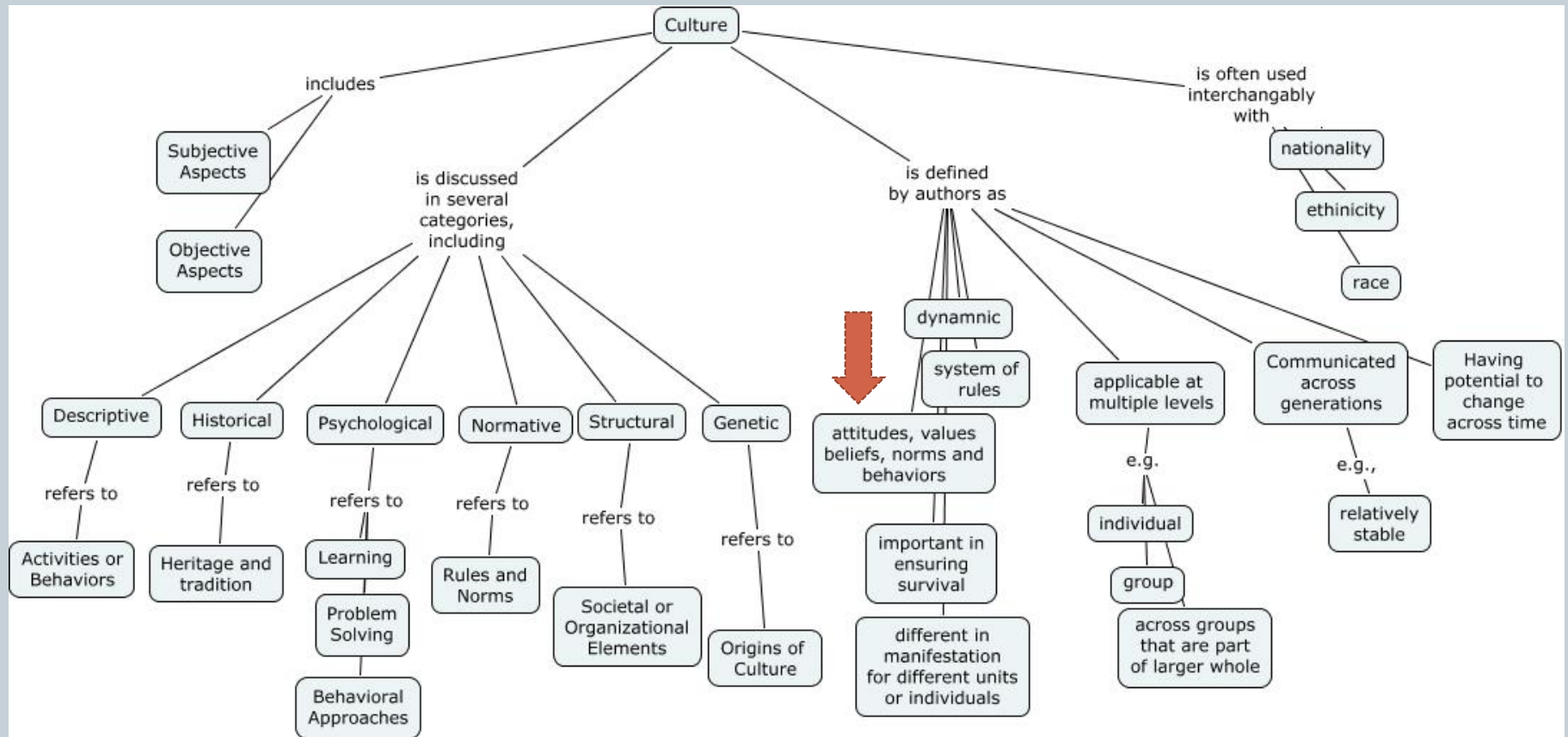
What is culture?



What is culture?



What is culture?



Cultural Iceberg

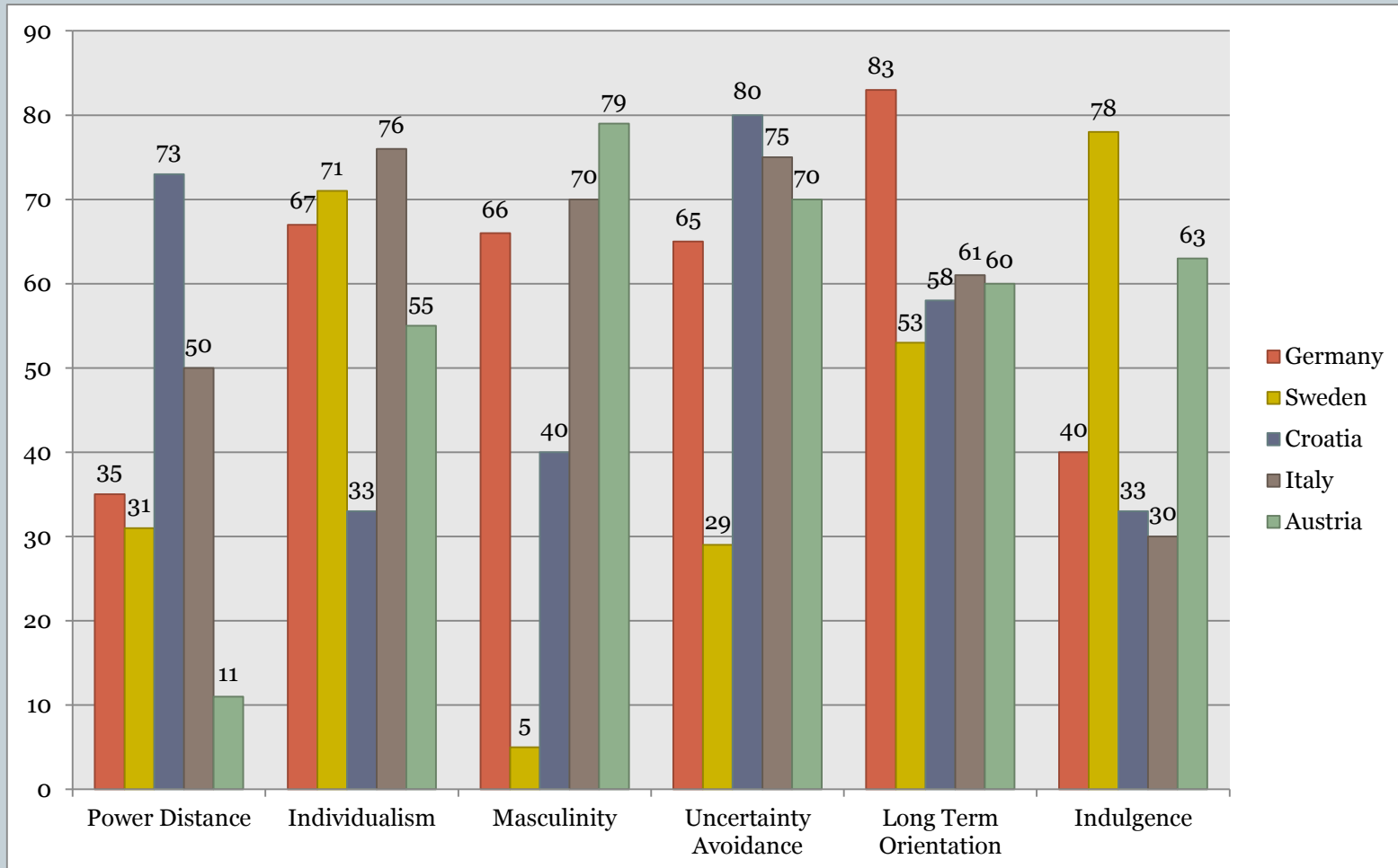


Hofstede: Cultural Dimensions



- Power Distance Index (PDI)
- Individualism versus Collectivism (IDV)
- Masculinity versus Femininity (MAS)
- Uncertainty Avoidance Index (UAI)
- Long Term Orientation versus Short Term Normative Orientation (LTO)
- Indulgence versus Restraint (IND)

Comparison of cultures



Exercise



„International coffee party“

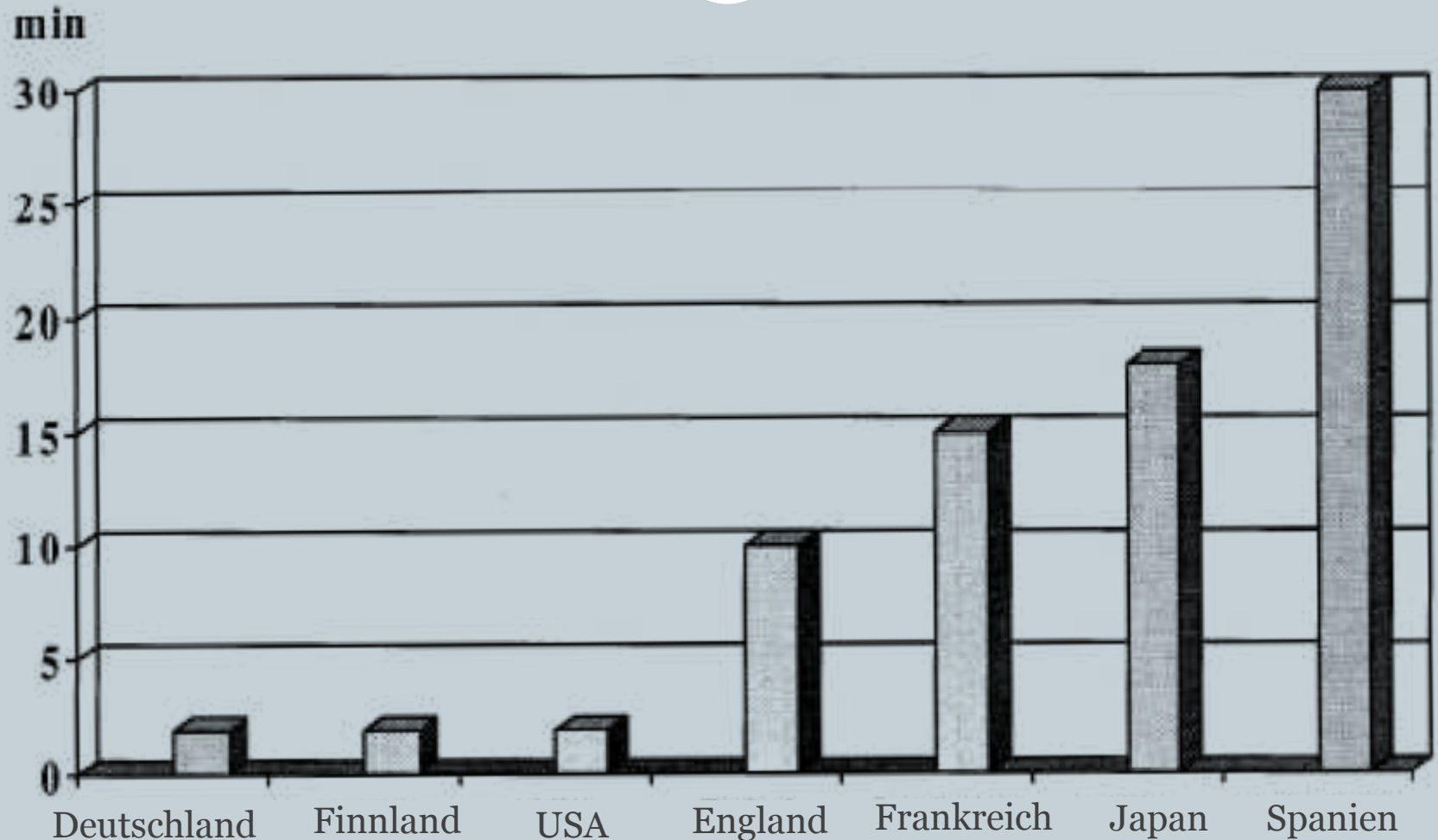


Hall: Cultural Dimensions



- High-Context vs. Low-Context
- Monochronic vs. Polychronic time
- Space
- Speed of information

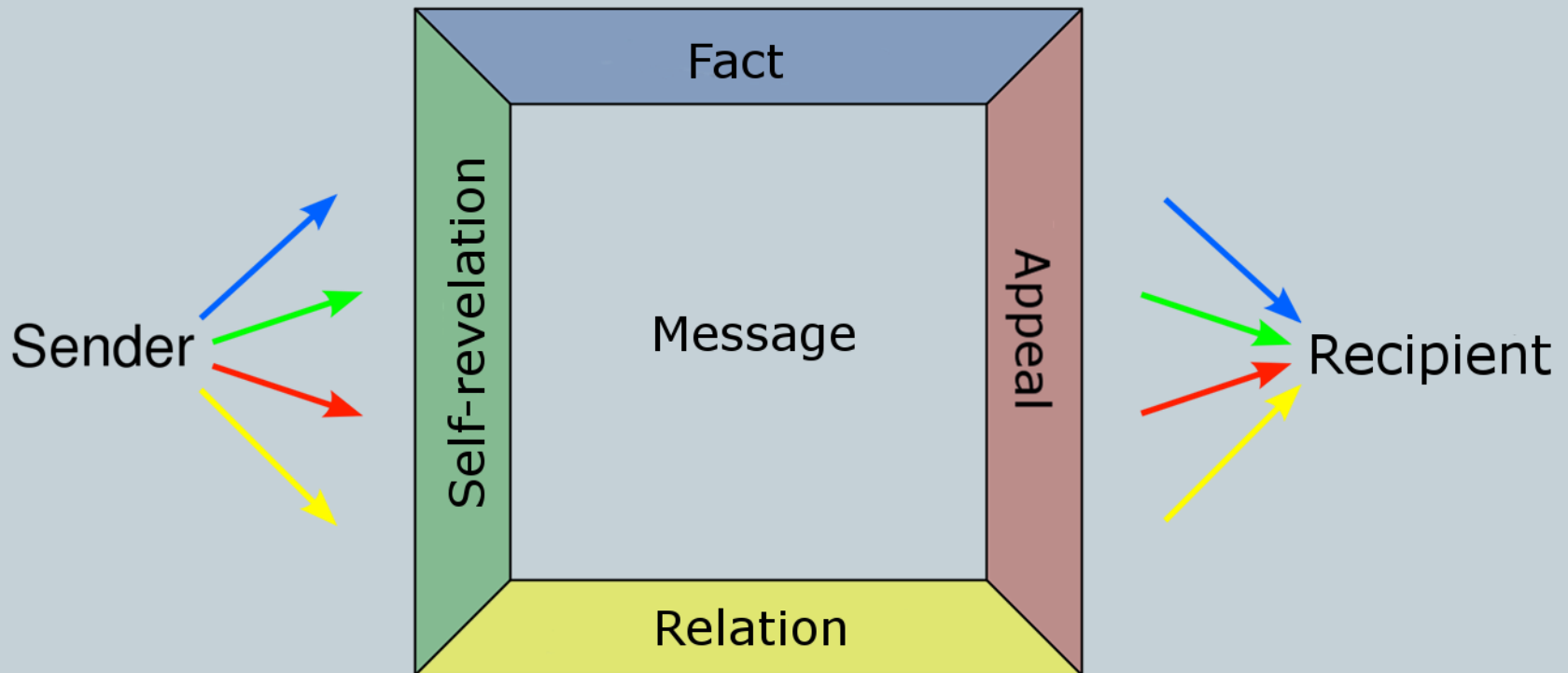
Comparison of cultures: Warm up-Small Talk (in min)



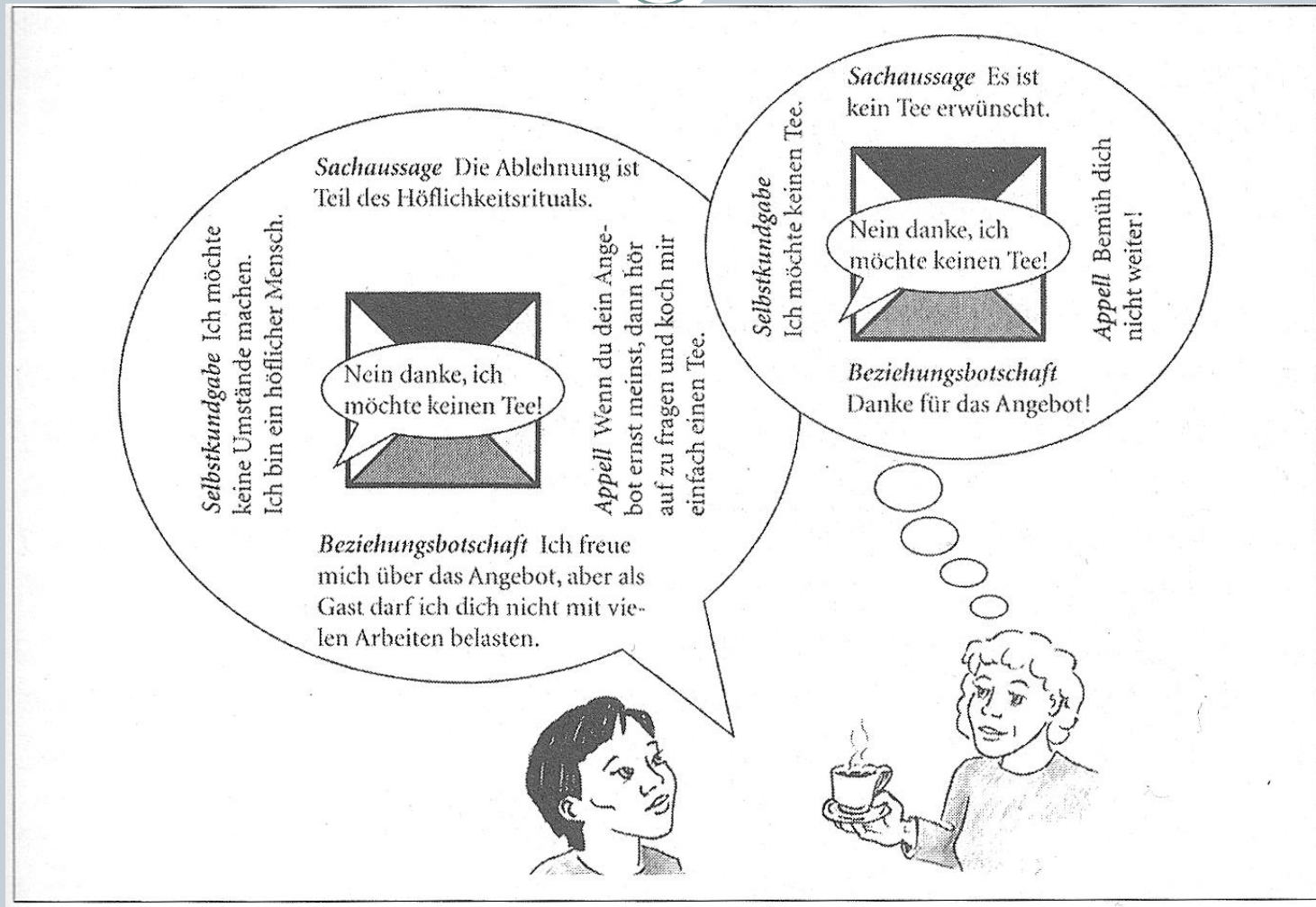
Intercultural communication – strong and weak context relation



Communication square by Schulz von Thun



Intercultural misunderstanding

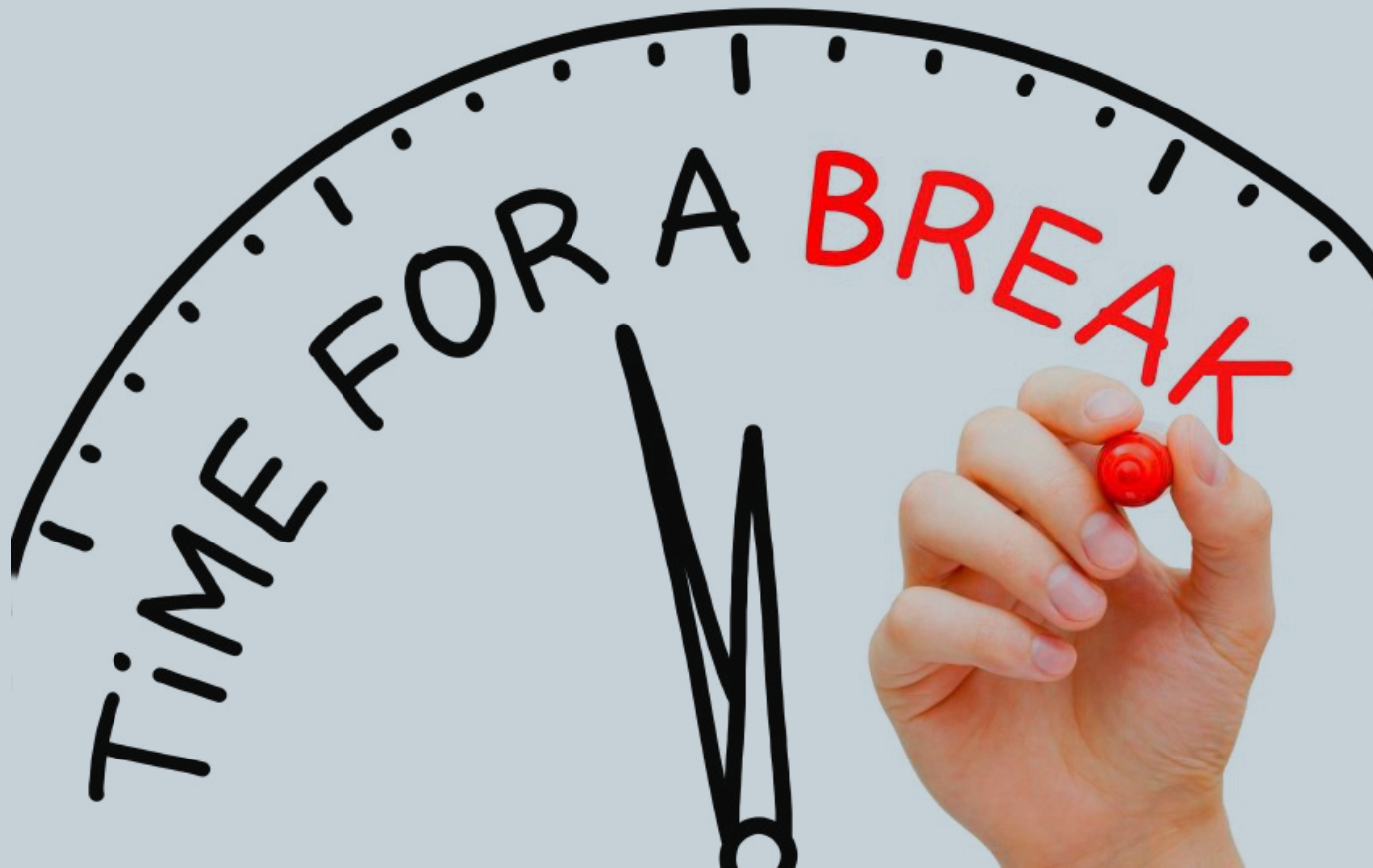


Three types of communication



- Understanding
- No understanding
- Misunderstanding

Short break



Visiting the Albatross culture



Watch the scene. What strikes you?

History of Germany's Integration Policy



Terms and meanings



What is integration?

What is discrimination?

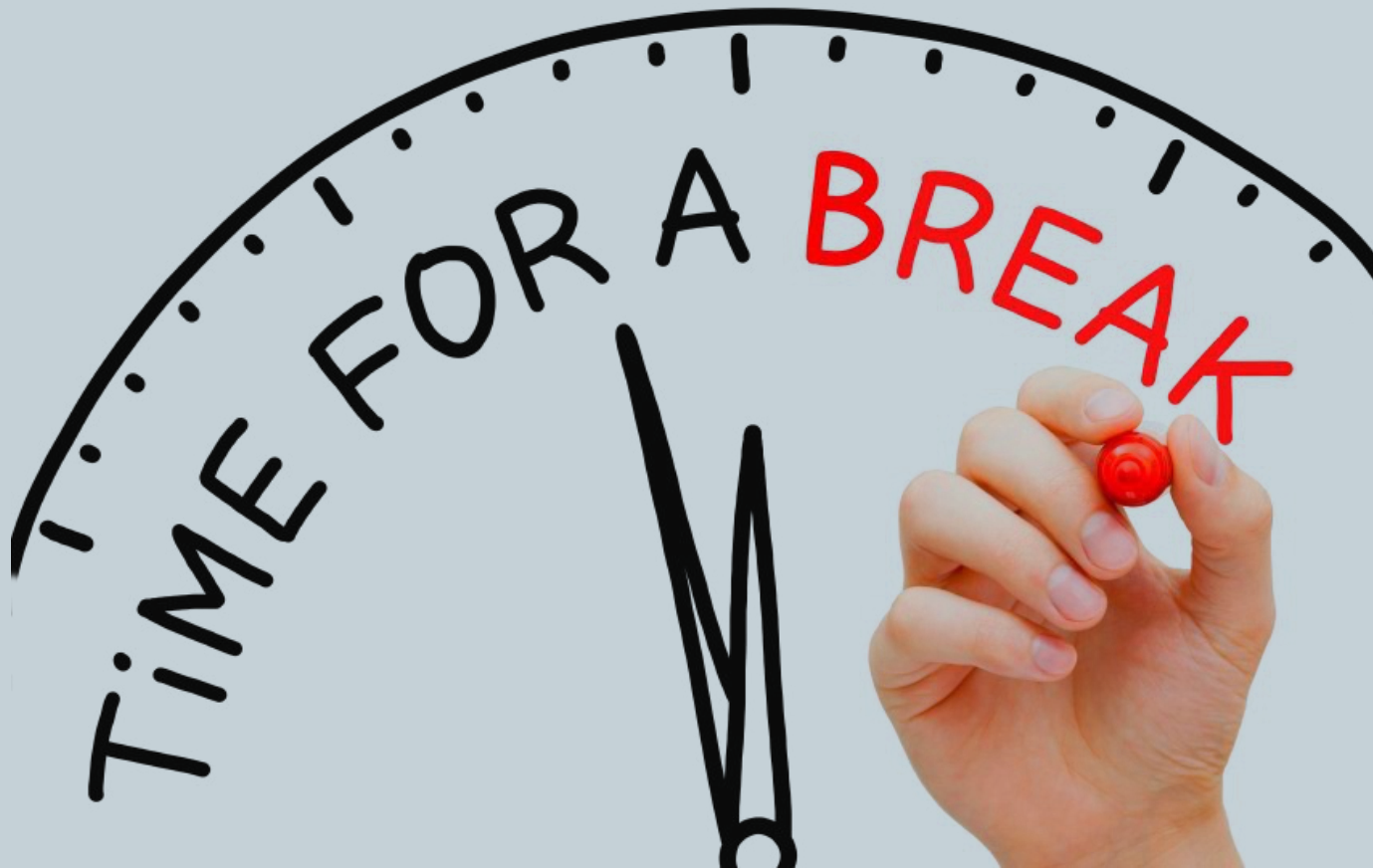
Exercise: „Decision“



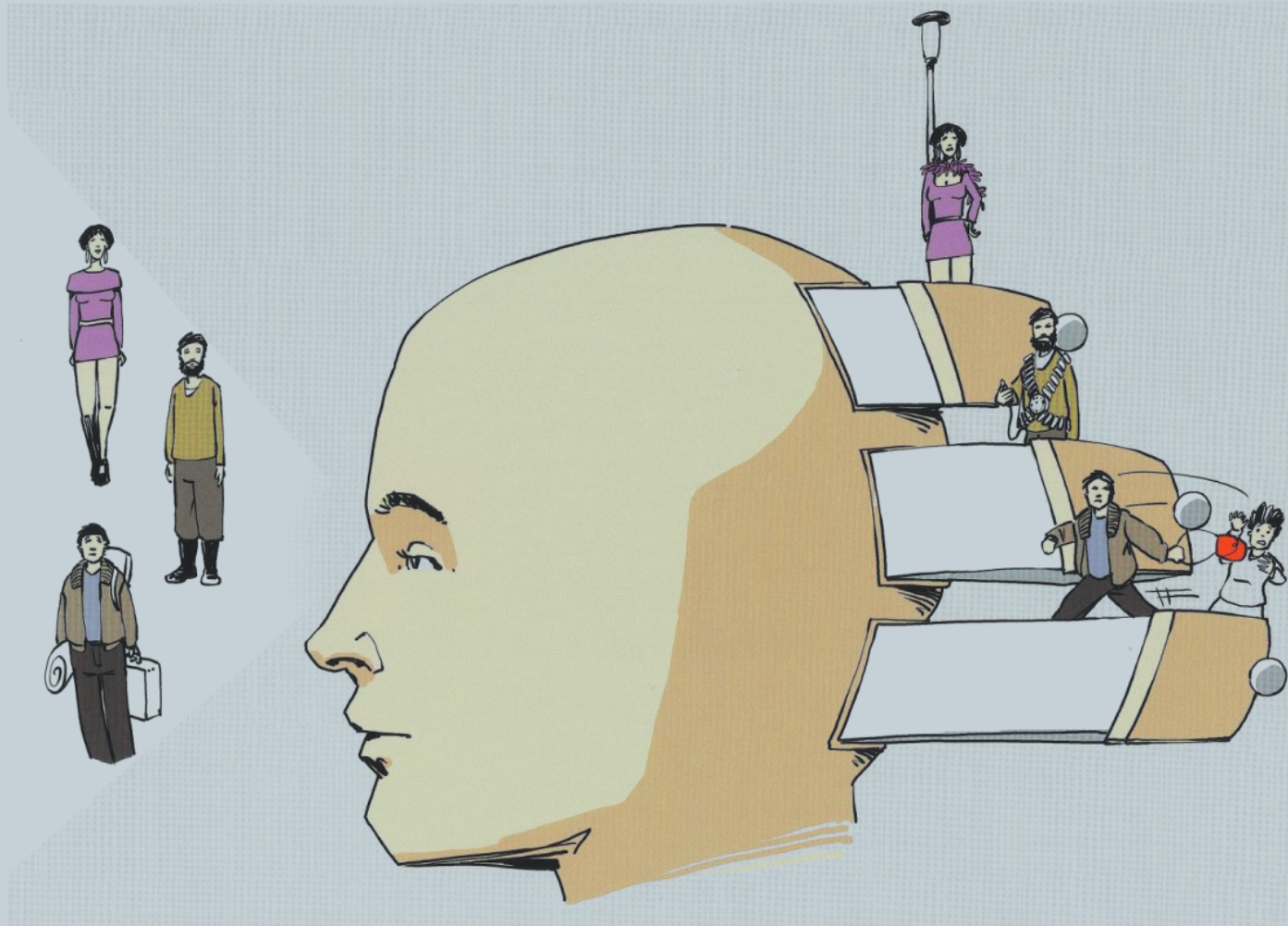
Persons in order of appearance:

- Rosi
- George
- Steven
- Freddie
- Daniel

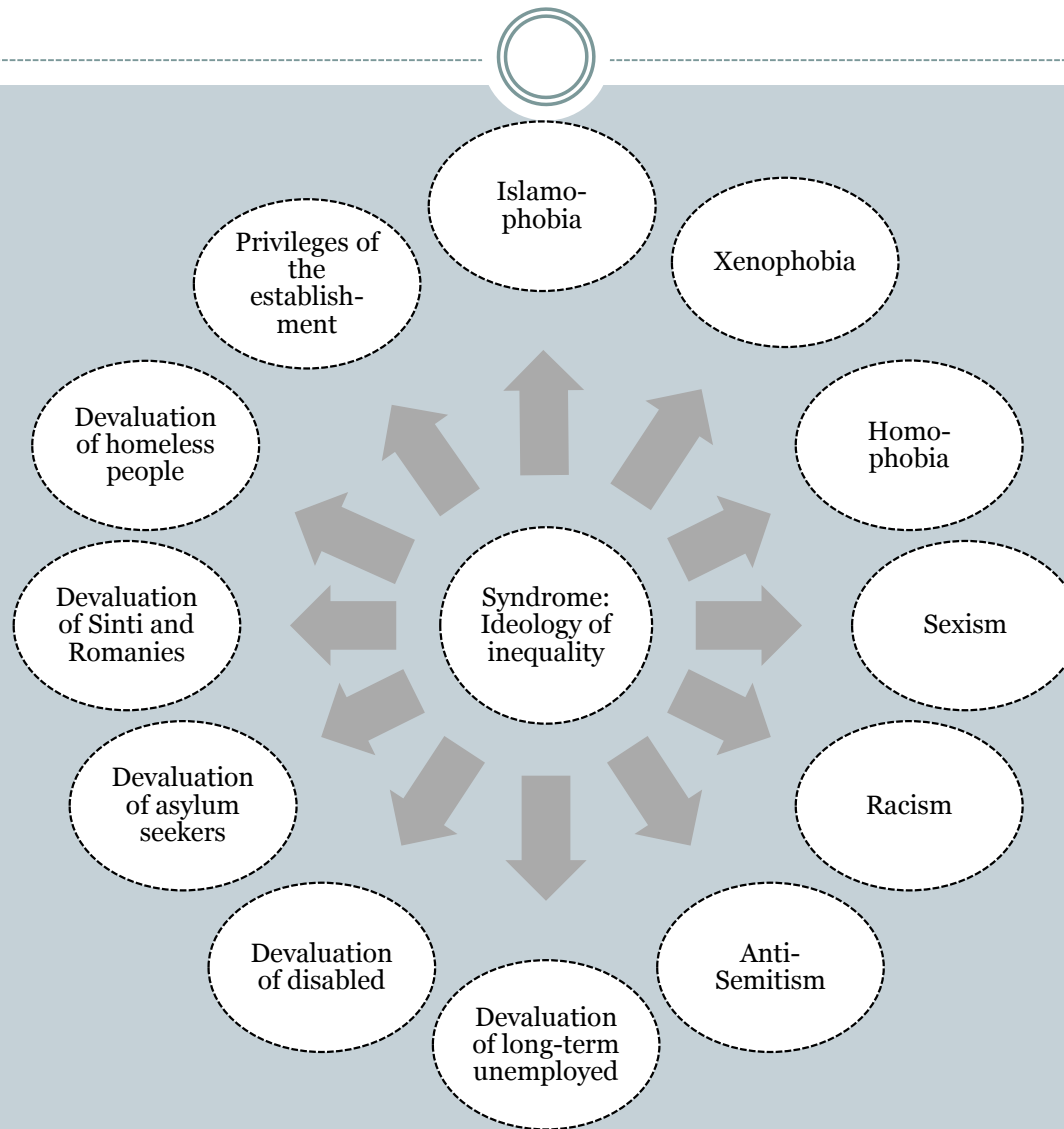
Short break



Stereotypes, prejudices and GMF



Group-focused Hostility Against Humans (GMF)



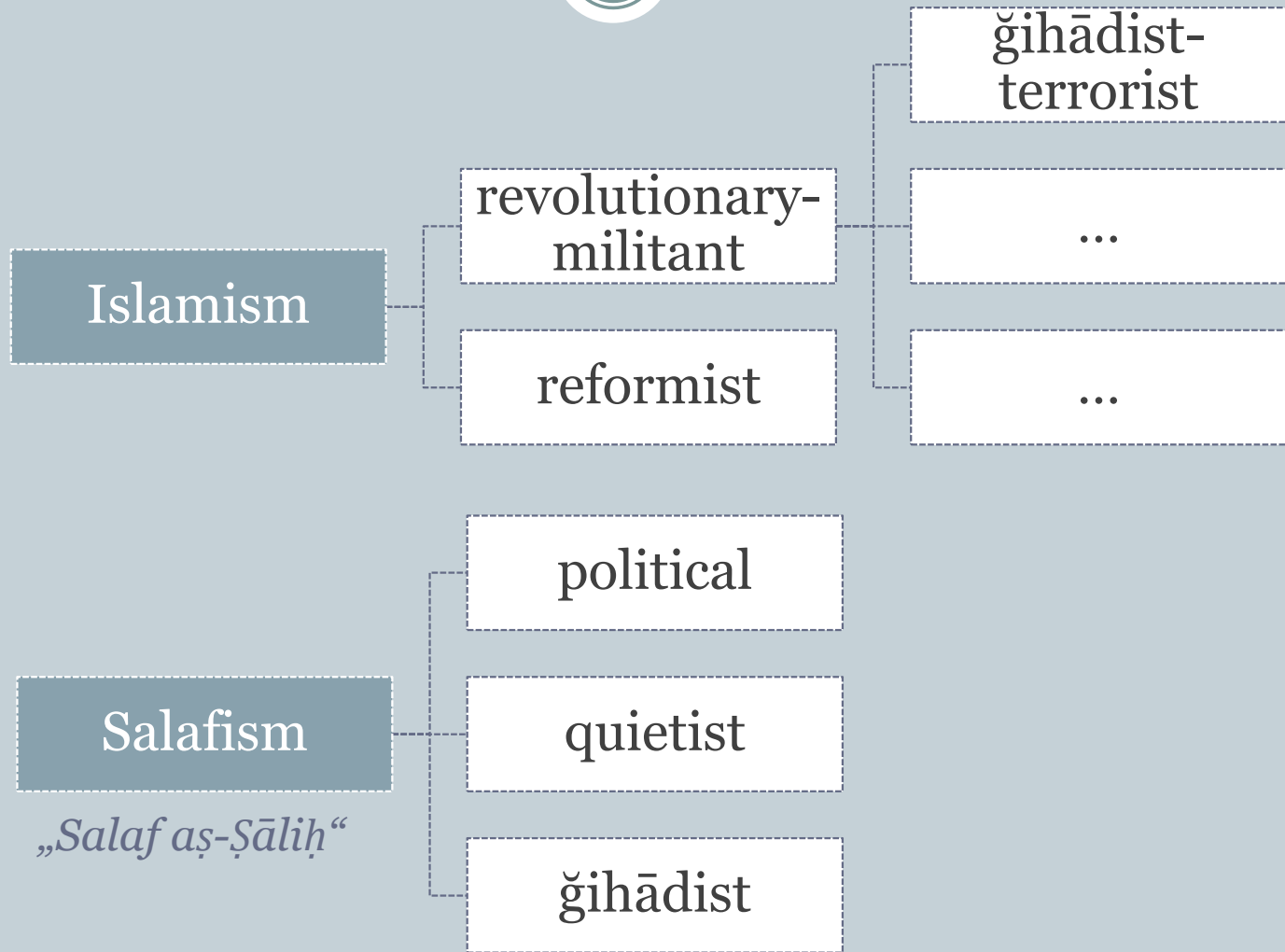
Enemy image constructions



„Unemployment, lack of direction and instability have become the new normality, the nervousness seems to rise above all social groups. We are experiencing a new standard: *volatility* [...]. An explosive situation as a permanent state.“

(Heitmeyer 2012)

Islamism



Orientalism



Agreement to the statements...



- ... „I feel like a foreigner in my own country due to the many Muslims“ – approx. 30%
- ... „The immigration of Muslims to Germany should be prohibited“ – approx. 23%
- ... „Islam does not fit into the Western world“ – approx. 52%
- ... „I perceive Islam as a threat“ – approx. 50%

Heitmeyer 2011 and
Bertelsmann-Stiftung 2015

Islamophobia



„Because in many public discourses no distinctions are made between Islam and Islamism, faith and delusion, religiousness and intolerance, individual and collective, every individual Muslim is now willingly blamed for Suras he doesn't believe in, for orthodox dogmatists he doesn't know, for violent terrorists he rejects, or for brutal regimes in countries from which he himself has fled.“

(Emcke 2010)

Exercise



Perception and transmission of information



Solution approaches



- Personal level:
 - Positive personal contact
 - Intercultural competence
 - Participation
- Group-focused and community level:
 - Intercultural opening and Diversity Management
 - Networking

Solution approaches



- Structural und institutional level:
 - Reduction of discrimination in societal structures
 - Reduction of discrimination in organizations and institutions
- Societal level:
 - Establishment of a Welcoming Culture

Thank you for your attention!

