

# Intercultural Effectiveness + Social Justice = Crosscultural Teaching (EESL 536)



Lynne Díaz-Rico

Teacher Education and Foundations, CSU San Bernardino



## The Challenge

Teaching English to speakers of other languages (TESOL) is the first international teaching profession. Each TESOL educator, by definition, is an intercultural educator, amidst students of diverse languages and cultures.

The Intercultural Effectiveness Survey (IES)\* is a tool that assesses—through self-report—the ability of a teacher to sustain interest in, and form relationships with, people of other cultures; and also to remain resilient when, occasionally, gaffes and misunderstandings occur. All students in the course EESL 536 (Cross-cultural Teaching) take the IES; and using the tools that are provided with the instrument, set goals and choose strategies for improving their intercultural effectiveness during the time frame of the course.

In addition to environments of culture diversity, TESOL educators often work in circumstances that are rife with prejudice, discrimination, poverty, linguicism, and racism—just as the work with immigrants in the U. S. puts them on the front line of the borders that separate the “haves” and the “have-nots.” The challenge in this project is to integrate important social justice readings into the training of the intercultural educator in the course EESL 536.

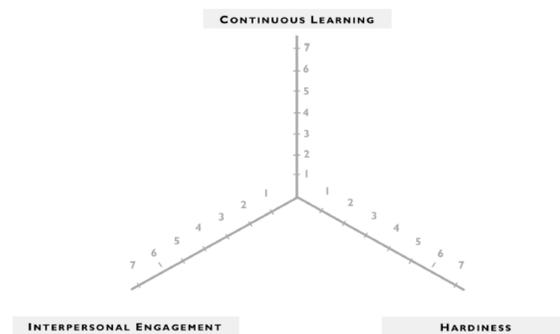
\*Developed by the Intercultural Communication Institute in Portland, Oregon, distributed by Asperion.

## Objective of the Project

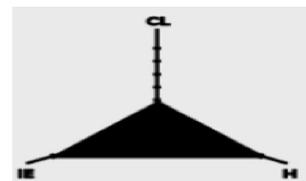
1. Provide the prospective TESOL educator with a self-improvement tool that furthers the ability to teach effectively in culturally and linguistically diverse environments within a critical social justice stance.
2. Choose or devise a social justice framework that aligns with Intercultural effectiveness work in EESL 536

### What Is the IES?

- Main scales and subscales:
- Continuous Learning (CL)
  - Self-Awareness
  - Exploration
  - Interpersonal Engagement (IE)
  - World Orientation
  - Relationship Development
  - Hardiness (H)
  - Positive Regard
  - Emotional Resilience



Plotting one's IES score on three axes



Sample IES Profile: High IE, High H, Low CL

## Critical Race Theory as a Social Justice Framework

Five fundamental tenets of Critical Race Theory are as follows:

- 1) The centrality of race and racism in their intersectionality with other forms of subordination;
- 2) The challenge to dominant ideology;
- 3) The commitment to social justice;
- 4) The centrality of experiential knowledge;
- 5) The transdisciplinary perspective (Solorzano, Ceja, & Yosso, 2000, p, 63)

### Alignment of the IES and CRT

Match CRT readings to the IES profile. Each area of readings aligns with the pathway toward use of the IES as a tool for improvement as a critical social justice educator. Participants choose readings based on their IES profile and the IES goals and strategies they are employing.



## Results

Rather than being faced with an overwhelming set of readings and activities, class members can choose the set of social justice readings and activities most closely aligned with their IES goals and strategies. In this way, their social justice work aligns with and supports their IES progress, creating a unified and directed effort in their growth as intercultural educators.

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