

Cultural Competency

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Why Care

- Effectiveness as a representative
 - Advocacy
 - Counseling
- Competitive advantage
- Changing demographics and globalization

Introduction

- Detroit and Windsor, Ontario
- Kid on the street

Vincent Chin case

- Background

Beyond Black and White

- Literal
 - United States compared with Canada
 - Complexities
 - Indigenous communities
 - Immigration
 - Mixed backgrounds
 - Adoptees
- Figurative
 - Conventional narrative
 - Villains and victims
 - Progress
 - Some other time, some other place

Two Types of Discrimination

- De jure, egregious, overt
 - Racial segregation laws
 - Resurgent ethnic nationalism around the world
- De facto, "microaggression," implicit
 - Patterns and practices
 - Ambiguities
 - Assumptions
 - Perpetual Foreigner
 - Model Minority
- Privilege

W.E.B. DuBois

- *The Souls of Black Folks*
- Howard University

Coronavirus

- Contagion
- Culpability
 - Guilt by association

Democracy and Diversity

- When does it end?
- The power of analogies
- Democracy as a process