



10 Steps to Take to Join with a New Cultural Community Effectively

(Developed by Ginlin Woo)

Step 1	Take time to learn about a new cultural community. Listen more than speak. Move more slowly than quickly to be understood and accepted. Own the fact that you are an outsider to an experience.
Step 2	Share oneself in ways that earn and garner trust, respect, and credibility. Find out how respect is given and received and how it is not. Take notice of gender, age and status differences.
Step 3	Ask for help to grow your awareness and understanding. Find several credible advisors/mentors to help guide your entry. Be open to being taught.
Step 4	Invest in relationship building. Know that trust building is essential and that it takes time. Show respect for what the community values.
Step 5	Suspend and check out your assumptions. It is important to resist making quick judgments and over-generalizations. Keep focus on the fact that one's lens is one's lens. Assume your way is not "the way".
Step 6	Continually look for the diversity that exist within the group; resist the temptation to over-simplify what you are learning. Resist making a 'single story' = "the story". Seek to learn about the diverse patterns and perspectives.
Step 7	Listen to authentic and 'elder' and trusted voices to grow your awareness. Learn the history and language.
Step 8	Seek the answers to your questions in respectful and honoring ways. It is a privilege not a right to have one's questions posed and answered.
Step 9	Apologize and seek to make amends if you find that you've been offensive or disrespectful. Intention is not the same as impact.
Step 10	Find common ground and commonalities but work hard to truly understand and appreciate the differences.