

Definition of Terms

- national origin
- **nationality**: membership in a nation or sovereign state. Or, membership in a nation that has no state. Nationality may be based on ethnicity or birthplace.
- **ethnicity**: group that identifies with each other based on a common heritage (culture, language, religion, shared ancestry)
- **citizenship**: right to participate in the political process within a nation or state.
- **culture**: distinctive ideas, customs, social behaviors, products, or way of life of a particular society or people; a society or group characterized by such customs.

Legal Status of Individuals in the United States

- Legal Immigration
 - Immigrant
 - Non-Immigrant, Short-Term Visitor
- Illegal Immigration/Undocumented Aliens (estimate: 11.1 million in US, down from 12.5 in '07)
 - Illegal entry
 - Overstay/Fall out of legal status
 - Human Trafficking/Immigration Fraud

Experiencing the new culture when arriving in the US:

Everything appears to be the same.... **In fact, almost everything is the same.**

There is great excitement... **Yet, great confusion...** Uncertainty, Misunderstanding, Misjudgments

Difference-

Language

Food

Clothing: Seasonal, Religious

Opinion

Pace & Concept of time

Genuinity - ie, People don't really want to know how I'm doing

Same-

Family

Right and Wrong

Belief System

Challenges Faced:

Psycho/Socio-Cultural Issues: Loneliness, Isolation, Lack of Connectedness, Desire to belong.

Language: Accent, Enunciation, Slang, Colloquial and Idiomatic Expressions

Cultural Adjustment: Honeymoon, Dissatisfaction, Acclimation, Double-Mindedness (H. Bhaba)

Discrimination- <http://www.eeoc.gov/laws/types/nationalorigin.cfm>

- 3 types of discrimination: Color, Race, or "Foreign"
- Harassment: Viewed as unwarranted attack, causing physical or mental discomfort
- Discrimination and active bigotry against certain countries' nationals

Cultural Relativism

Friendship Patterns of students and workers abroad:

From first to last:

Co-national, Co-cultural, Co-regional, Other national, Host national

Host national resistance to international workers, students, immigrants: Threat & competition

Realistic: Competition for scarce resources

Symbolic: Differences in norms, beliefs, and values that threaten one's worldview (ie: religious dress)

Negative stereotypes: Missed expectations, misinterpretations, negative interactions. Lead to prejudice

Intergroup Anxiety: fear of being embarrassed, ridiculed, or exploited by the other group

Milton J. Bennett's Developmental Model of Intercultural Sensitivity

-Moving from ethnocentrism to ethnorelativism

Ethnocentric Stages:

1. Denial: Isolation, Separation
2. Defense: Denigration, Superiority, Reversal
3. Minimization: Physical Universalism, Transcendent Universalism

Ethnorelative Stages:

4. Acceptance: Respect for Behavioral Difference, Respect for Value Differences
5. Adaptation: Empathy, Pluralism
6. Integration: Contextual Evaluation, Constructive Marginality

Common thoughts and feelings in intercultural situations:

Feeling invisible

Interpreting behavior as unfriendly

Why don't they ask about my culture or country?

They never speak English when they're together. Are they talking about me?

They don't really care about getting to know me.

I feel so alone.

I am not comfortable speaking English.

Americans have so many other friends, so maybe they're not interested in getting to know me.

Americans talk so quickly and use slang. They have no patience to help me understand.

Tips for working with international peers

Assumptions lead to misunderstandings. Talk! Start up a conversation!

Be willing to learn to appreciate differences.

Have patience.

A smile is the same in every language.

Be explicit about your expectations and try to give examples or model what you are talking about.

(Non-native speakers:) Focus on meaning first and grammar and style later.

(Native speaker:) Stress fluency in communication along with correctness.

Try not to foster the fear of errors.

Reinforce strengths while explaining what he/she still needs to work on.

Recognize that those from other countries may be differently acculturated to work/social situations.

Don't assume that a person who looks "foreign" is an immigrant/visitor.