

1. **3 Roots of human motivation:**Safety, Significance and Belonging
2. **4 Truths about human behavior:**1. All behavior is goal oriented
2. People can learn, change and Grow
3. Attitude is a response to a goal
4. People what they believe work, even when it does not
3. **1830 Indian Removal Act:**The Indian Removal Act was signed into law by Andrew Jackson on May 28, 1830, authorizing the president to grant unsettled lands west of the Mississippi in exchange for Indian lands within existing state borders. A few tribes went peacefully, but many resisted the relocation policy.
4. **Acceptance:**orientation that recognizes and appreciates patterns of cultural difference and commonality in one's own and other cultures
5. **Adaptation:**orientation that is capable of shifting cultural perspective and changing behavior in culturally appropriate and authentic ways
6. **Affirmative Action:**A Legal employment process design to promote equal access to job opportunities and requires goals and reports on an organization's progress.
7. **Affirmative action plan:**A plan that focuses on the hiring, training, and promoting of individuals in protected classes that are underrepresented in the organization's workforce.
8. **Affirmative action program:**A program required by the OFCCP (see below) in which employers identify conspicuous imbalances in their workforce and take positive steps to correct underrepresentation of protected classes, such as females, minorities, or employees over 40 years of age.
9. **American Indian or Alaska Native:**(Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
10. **Appropriation:**the application of cultural artifacts with a regard for or relationship to the culture who developed that artifact
11. **Artifacts:**the physical representation of manifestation of deeply held values
12. **Artifacts (Koen):**The physical manifestation of or demonstration values
13. **Asian (Not Hispanic or Latino):**A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
14. **Assimilation:**Assimilation: taking on the appearance and values of the dominant culture. It is important to recognize that assimilation occurs under varying conditions: sometimes it is forced, other times it is desired, and its success is usually mitigated by recognizable difference such as skin color. Native American people have experienced forced assimilation through the taking of their children to white run schools to unlearn their culture—this is considered cultural genocide.
15. **Attitude:**the physical, emotion or temperamental response to goal achievement.
16. **Authentic Hope:**The building of intrinsic value coupled with quality personal effort while managing an oppressive system.
17. **Belief:**a number of memes and thoughts that combine to form basis of a system, the investment one has in fulfillment a segment of knowledge or truth
18. **Bigotry:**A negative emotional response applies to racial or cultural groups that differ for the holders own group
19. **Black or African American (Not Hispanic or Latino):**A person having origins in any of the black racial groups of Africa.
20. **Civil rights:**the rights of full legal, social and political equality afforded to all citizens.
21. **Civil Rights Act 1964:**This act, signed into law by President Lyndon Johnson on July 2, 1964, prohibited discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal
22. **Cognitive Dissonance:**When new truths battle established beliefs for space in our consciousness, we tend to respond with all manner of defense mechanisms.
23. **Context:**The geographic position, educational environment, governmental system, time period and use of space where human beings are birthed, develop, learn and mature
24. **The Continuum of Cultural Proficiency:**Cultural Destructiveness
Cultural Incapacity
Cultural Blindness
Cultural Pre-Competence
Cultural Competence
Cultural Proficiency
25. **Cultural Blindness:**Refusing to acknowledge the culture of others (dismiss differences)
(ex. Lacks training to provide special services to minorities)
26. **Cultural Competence:**Understand the difference differences make
(ex. Has balanced bilingual staff/customer ratio)
27. **Cultural Competence (KOEN):**Cultural Competence is understanding the development of, applied meaning to, the relationship to and the functions of Artifacts and Values
28. **Cultural Destructiveness:**Eliminate differences
(ex. provides paperwork in English only)
29. **Cultural Disengagement:**sense of disconnection or detachment from a primary cultural group
30. **Cultural Incapacity:**Demean differences
(ex. Puts down family values)
31. **Cultural Pre-Competence:**Acknowledge and start to respond to differences
(ex. Recognizes oraganization's high dropout rate of minority participants and seeks change)
32. **Cultural Proficiency:**Learn from and grow because of differences
(ex. Offers phone line services in multiple languages)

33. **Culture:**The behaviors, attitudes, artifacts and belief system developed by a group to adapt to their context.
34. **The Dawes Act of 1887:**the General Allotment Act or the Dawes Severalty Act of 1887),adopted by Congress in 1887, authorized the President of the United States to survey American Indian tribal land and divide it into allotments for individual Indians. Those who accepted allotments and lived separately from the tribe would be granted United States citizenship.
35. **Denial:**orientation that likely recognizes more observable cultural differences but, may not notice deeper cultural differences
36. **Discrimination:**Legal Process for answering in a court of law illegal violation of the 1964 Civil Rights Act
37. **Diversity:**Includes characteristics or factors such as personality, work style, religion, race, ethnicity, gender, sexual orientation, having a disability, socioeconomic level, educational attainment, and general work experience. Diversity refers to all of the characteristics that make individuals different from each other.
38. **Dominant Group:**Open or Easy access to power: Goods, Jobs, Services and Money
39. **Equal Employment Opportunity Commission (EEOC):**A commission of the federal government charged with enforcing the provisions of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, and other fair employment practices legislation. Purdue University is subject to these regulations and this commission.
40. **Ethnocentric:**Evaluating other peoples and cultures according to the standards of one's own culture.
41. **Genocide:**The use of deliberate, systematic measures (as killing, bodily or mental injury, unlivable conditions, prevention of births, forcible transfer of children of the group to another group) calculated to bring about the destruction of a racial, political or cultural group or to destroy the language, religion or culture of a group.
42. **Generalizations:**A general statement or concept obtained by inference from specific cases
43. **Habit:**cognitive behaviors that have become automatic reduce effort and resources to better efficiently accomplish a goal.
44. **Hegemony:**A system that is designed to benefit the creators
45. **Hispanic or Latino:**A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
46. **IDI order from monocultural mindset to intercultural mindset?:**
 1. Denial
 2. Polarization
 3. Minimization
 4. Acceptance
 5. Adaptation
 6. Integration
47. **The Indian Removal Act:**Passed by Congress on May 28, 1830, during the presidency of Andrew Jackson. The law authorized the president to negotiate with southern Indian tribes for their removal to federal territory west of the Mississippi River in exchange for their ancestral homelands.
48. **Internalized oppression:**The devaluing of one's own identity and culture according to societal norms.Women often do not pursue full medical care because they feel they do not deserve good medical care.
49. **Intrinsic Motivation:**The belief that with or without additional support I am can be empowered to make changes
50. **Meme:**the smallest unit of human thought, much like the cell of a living organism
51. **Meritocracy Myth:**Government or the holding of power by people selected on the basis of their ability
52. **Micro Aggression:**"Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color.
53. **Minimization:**orientation that highlights cultural commonality and universal values that may also make deeper recognition and appreciation of cultural differences
54. **Mis-appropriation:**the application of cultural artifacts with no regard for or relationship to the culture who developed that artifact
55. **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino):**A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
56. **Office of Federal Contract Compliance Programs (OFCCP):**The agency charged with enforcing affirmative action regulations for government contractors under the Vocational Rehabilitation Act of 1973.
57. **Polarization:**judgement orientation that views cultural differences in terms of "us" and "them"
 - defense: uncritical towards own culture, and overly critical towards other culture values
 - reversal: reverse of defense
58. **Power:**The ability to do work. Using resource tools like : Goods, Jobs, Services and Money
59. **Prejudice:**1. A Thought Process, Preconceived opinion that is not based on reason or actual experience.
60. **Racism:**A Hegemony, base the constructed hierarchy of race,belief that one race is superior to another.
61. **Reverse Discrimination:**The False ideology that the Dominant Group is being adversely harmed by advances of minority groups
62. **Routine:**cognitive repetitive process of scheduling , monitoring and practicing a skill, thought or behavior
63. **Social Justice:**providing opportunities for people to gain all that the Constitution of the United States and the UN Declaration of Human Right provides
64. **Stereotype:**
 1. A widely held but fixed and oversimplified image or idea of a particular type of person or which does not acknowledge the value individual differences.
 2. Examining a group of people based on artifacts and not understanding the function or mean of those artifacts

65. **Stereotyping:**Defining people through beliefs about a group of which they are a part; usually a product of ignorance about the diversity among individuals within any given group.Stereotyping Jewish people as stingy. Both selfish and giving people can be found among every group. In many Jewish communities today, the obligation to "tikkun olam", to heal and transform the world, guides individual and community involvement.
66. **Target Group:**Limited access to power: Goods, Jobs, Services and Money
67. **Tolerance:**Tolerance the ability or willingness to tolerate something, in particular the existence of opinions or behavior that one does not necessarily agree with. "the tolerance of corruption"
68. **Two or More Races in the United States:**Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.
69. **Values:**the deeply held system of understanding the workings of life, relationships, causality, life and death that inform world views and behaviors
70. **Values (Koen):**The deeply held belief system that have provides helpful meaning to events, geography and context
71. **What is Intercultural Competence?:**the capability to understand accurately and adapt behavior appropriately to cultural difference and commonality
72. **White (Not Hispanic or Latino):**A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
73. **Xenophobia:**Fear, irrational response to those who are not part of the defined nor. Aristotle believed that women were simply a weaker version of men, and Freud defined women in terms of lack (lacking the phallus). Although women are not a minority, this culture sees them as the Other in relation to a male norm. Cast from the norm,women in western society have often been viewed as mysterious and as something to be discovered.