



NEWSLETTER

Dear SIETAR Members and Supporters,
The theme for this month's newsletter is Diversity. This theme is of particular interest to interculturalists, given that so much of our work revolves around making sense of differences in this interconnected world and looking at differences not as a barrier but as an asset that can be leveraged. So here are your updates and a special editorial piece by a long time SIETAR supporter, Brian Schroeder.

UPDATES

SIETAR Delhi Networking Event

Do not miss the SIETAR Delhi Chapter Networking Event this May 2, 2013. SIETAR Delhi is taking shape and lots of interest and enthusiasm have been shown. For this reason SIETAR Delhi Chapter will be conducting a networking event for the purpose of getting to know each other better. The event will also include a discussion on how and for what can SIETAR Delhi be used in the future. If you want to participate in this event, please contact line@culturewise.dk or cindy@shanticonsulting.com. SIETAR Delhi is also planning an event on IDI-Inventory in July so look for updates in our future newsletters.

SIETAR India Conference Webpage

The SIETAR 2013 Conference Webpage is still under construction. Please bear with us as we take care of some important business before we go live with the site. We are also anxious to share the pictures and comments from the Mumbai conference so you will be notified as soon as it goes live.

EDITORIAL - By Brian Schroeder

"How shall we then best be effective interculturalists?" By Brian Schroeder of Nexus Global Consulting

His office door was open, so the business leader saw me walking by his office. "Come in here NOW. Did you or your people have anything to do with this?" he asked. He and one of his senior direct reports were pointing to a laptop, a presentation open. "Whoever did this has gone a great way towards sabotaging perceptions about our country and this org, who we really are, and what we're about!" he said angrily.

Scrolling through the presentation which an intercultural expert had shared with one of our global subsidiaries, I could see their concern was justified. Our work with the stakeholder group would face additional challenges, and the botched intervention would set us back a year in building trust and collaboration. We would have to spend money and time, as well as relationship capital just to get us back to where we were with this influential and internal stakeholder group.

In the above situation, it wasn't someone within my circle of influence who advanced these stereotypes, but that was beside the point. It also wasn't the intention of the expert to create such a result, but that was also beside the point. The enduring point, I believe, is how we in our field can hold ourselves accountable to being our absolute best. In the field of intercultural education, training, and research, we may not have strict formal practice guidelines as do some professionals. Psychologists for example are trained under supervision, and in normal practice will typically have supervisory case oversight and review. Now such practices may or may not be the right approach for us in our field. Nonetheless our world so very much needs to be, and can benefit from being, more diverse and inclusive. Our world so very much needs us to be diverse and inclusive across so many interwoven and multivariate aspects of how we are different and similar. We thus shoulder a great responsibility in doing our work, for we can make things better, and also make things much worse.

So how shall we then best practice and do our best work in fostering diversity and inclusion? How shall we then best advance the interests and goals of the organizations we serve in various capacities? Multiple solutions exist, and how to achieve such goals has been and will continue to be the topic of various discussion threads in our professional community. However, we can start with something eminently doable. Einstein stated that no problem can be solved from the same consciousness that created it. If the problem we are solving is diversity and inclusion, and if we are to be part of the solution, we ourselves must have an exemplary and higher consciousness. If we have not already started, we can challenge ourselves to further develop a consciousness and supporting capabilities that enables us to effectively work with diversity and inclusion ourselves. And if we have already started, we can push ourselves even further personally and professionally. We can even more rigorously reflect on what we bring to those we serve, and what we need to do better. This can only be of benefit to ourselves, to those we serve, and to the world we all share as our present and future home. © 2013 Brian Schroeder. All rights reserved.



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