

# CULTURAL FITNESS CHALLENGE

FLORIDA STATE UNIVERSITY

## MULTICULTURAL ORGANIZATION DEVELOPMENT

### Multicultural Change Intervention Matrix

Target of Change	Types of Change	
	First-Order Change	Second-Order Change
Individual	A. Awareness	B. Paradigm shift
Group	C. Membership	D. Restructuring
Institutional	E. Programmatic	F. Systemic

#### CELL A CHANGE EFFORTS - AWARENESS

- Typically involve education at the awareness, knowledge or skill level
- This type of educational effort is often content focused
- Examples – cultural workshops or social justice training; NIRSA's Communities of Practice

#### CELL B CHANGE EFFORTS - PARADIGM SHIFT

- Primarily aimed at the cognitive restructuring level
- These interventions are often more process oriented
- Examples – Reflection, terminology/language, initiating conversations

#### CELL C CHANGE EFFORTS - MEMBERSHIP

- Change in the composition of a group in which members of underrepresented groups are added, but there is no change in the goals or norms of the group
- Focuses on diversity in terms of numbers, without examining interpersonal & structural dynamics of a group
- Examples – Lack of representation in leadership, decision & policy making

#### CELL D CHANGE EFFORTS - RESTRUCTURING

- Might involve total restructuring of a group with a new mission, goals, and members
- Examines group makeup, values, and goals prior to changing the group
- Examples – Marketing & Rebranding, Hiring Practices, Reorganization of duties

#### CELL E CHANGE EFFORTS - PROGRAMMATIC

- Might involve a programmatic intervention aimed at the institution or division that addresses multicultural issues but does not alter the underlying values and structures of the institution
- Examples – Partnership/ Programs & Services, Swimming, Wheelchair Basketball

#### CELL F CHANGE EFFORTS - SYSTEMIC

- Requires more direct examination of underlying institutional values, goals and evaluations that then are linked to multicultural values and efforts
- Examples – Policies; Facility Accommodations / Adaptive court sports, gender neutral restrooms, equipment



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## MCOD ACTIVITY

In efforts to create an inclusive and welcoming environment for all populations served by Campus Recreation, brainstorm some ideas and action items to target change on an individual, group, and intuitional level.

<b>AWARENESS</b>
<b>PARADIGM SHIFT</b>
<b>MEMBERSHIP</b>
<b>RESTRUCTURING</b>
<b>PROGRAMMATIC</b>
<b>SYSTEMIC</b>

