What is a *Multicultural Community Builder*?

*Multicultural community builders* have the knowledge, skills and attitudes to work effectively in a diverse society to create more just and equitable workplaces, communities and social institutions.

*Multicultural community builders* are able to:

- Be responsive to immediate needs while examining and working to address underlying causes of poverty and social marginalization.

- Examine how systems of inequity (racism, sexism, classism, heterosexism, ableism, etc.) affect the capacities, opportunities and potential of diverse community members.

- Listen to, work with, and learn from diverse people and communities.

A *multicultural community builder*:

**Communication**
- Understands and works constructively with conflict
- Builds bridges across differences
- Can communicate respectfully and effectively with diverse community members
- Is able to facilitate the participation of traditionally marginalized community members

**Analysis of Social Issues**
- Analyzes problems from diverse viewpoints
- Is knowledgeable of how power dynamics operate within communities
- Gathers information relevant to historical and current social inequities
- Understands root causes of social problems

**Self-Awareness**
- Is aware of her/his own identities, stereotypes and assumptions
- Is aware of the impact of systemic inequities on her/his own life and opportunities

**Action**
- Organizes and implements efforts that address systemic inequities
- Interacts responsively with community members

*Developed at California State University, Monterey Bay*
*Service Learning Institute*
*October 2003*