

## 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