

Connecting Cultures for Christ

GRACE CAJIUAT

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About the Author

Grace Cajuat is an ordained elder in the Wisconsin Conference of the United Methodist Church and, until recently, served with the General Commission on Religion and Race of the United Methodist Church in Washington D.C. As Training and Development Specialist, Grace works with clergy of color and their congregations in building bridges between cultures in order to move towards an effective ministry. Her intercultural work is informed by her continuing training in intercultural communication and lived experiences as an international conductor/musician, her first career. Grace is a native of the Philippines. She received her Master of Divinity and Master of Sacred Theology from Boston University. She also has MA degrees in music and earned a Doctor of Musical Arts in conducting from the University of South Carolina.

This is a rough outline by APM President Benjamin L. Hartley of Dr. Grace Cajiuat's presentation based on the handout and powerpoint slides she provided to APM participants.

- I. Introductory Remarks about her experience as a Filipina woman in a wide variety of educational settings. Brief discussion of her work in promoting intercultural awareness in United Methodist churches and Annual Conferences (regional ministry areas).

- II. The four layers of diversity
 - a. At the level of one's personality the Myers-Briggs Personal Type Indicator offers a helpful way of thinking about diversity in terms of how one functions according to four scales of behavior (introvert/extravert, intuitive/sensory, feeling/thinking, and perceiving/judging).
 - b. The next layer is the internal dimensions over which one has no control. These include such things as country of origin, gender, race, ethnicity, etc.
 - c. The third layer is the external dimensions where you have made choices—geographic location, income, political affiliation, recreational habits, faith tradition(s), educational background, work experience, appearance, parental status, marital status.
 - d. The outer layer is the organization dimensions which includes the different levels and places of responsibility within that organization that impact your life.

*A graphic was utilized depicting these four layers from Lee Gardenswart and Anita Rowe, *Diverse Teams at Work*, Irwin Professional Publishing, 1994. The image utilized is available at <http://www.umassmed.edu/dio/strategy/layers/>*

III. Growing in self-knowledge of how one operates: We discussed in small groups in the plenary session how we operated according to various spectrums of individualism – collectivism; low context – high context; egalitarian – hierarchical; task orientation – relationship orientation; directness – indirectness.

IV. Kolb's Learning Style Model

A graphic was utilized here depicting Kolb's Learning Style Model which is available online at <http://www.businessballs.com/kolblearningstyles.htm>

V. Breaking the Anger Cycle: We discussed in small groups habits of students we experience as teachers which we find most aggravating. A graphic of “the Anger Cycle” by John E. Jones was shared in a handout.